DECEMBER, 1966

THE Signalman's JOURNAL

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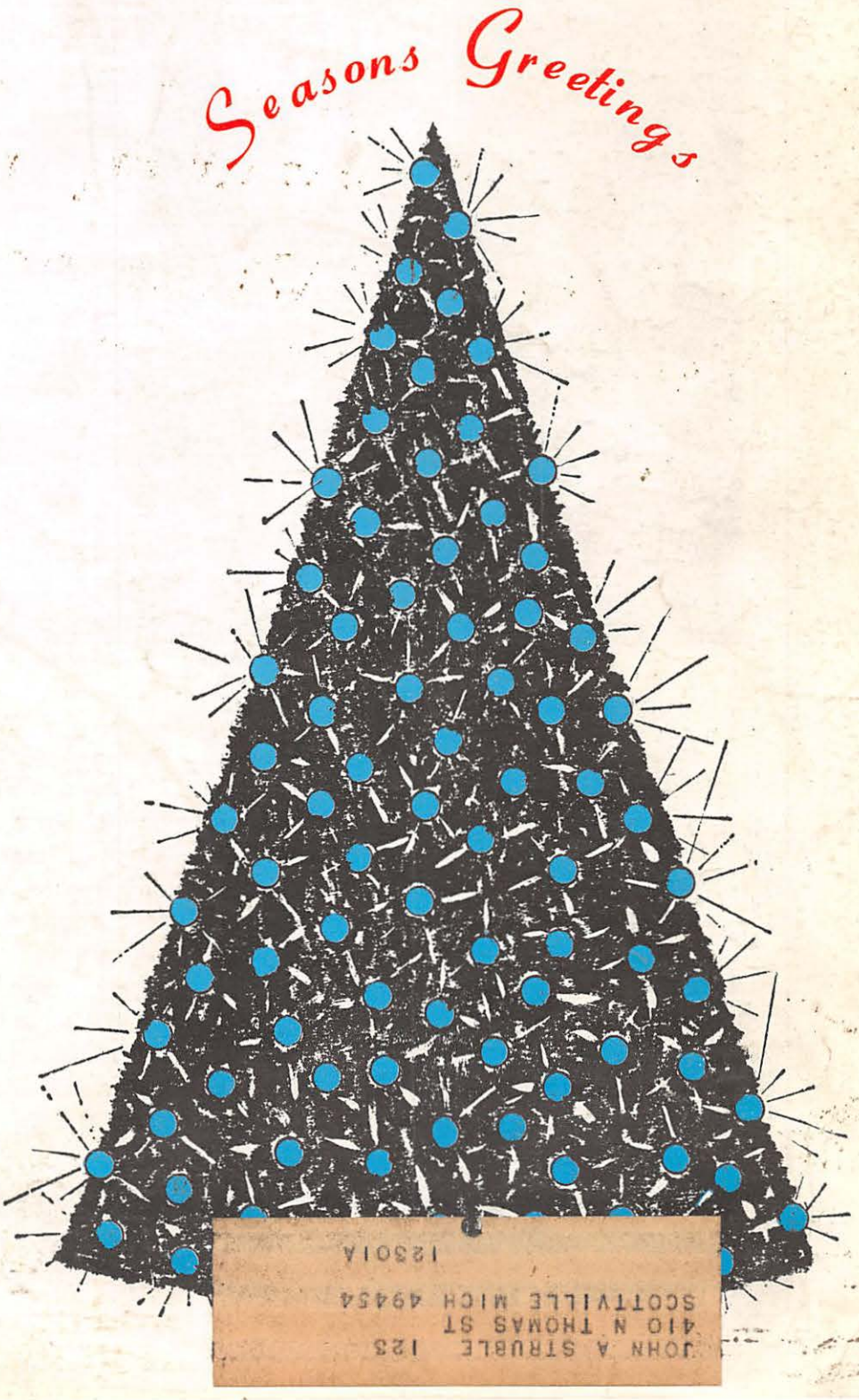

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Seasons Greetings

As we again approach the time for commemoration of the birth of Christ, your Grand Lodge Officers extend to each of our Brotherhood's members and their families warm and hearty wishes for a very Merry Christmas and a Happy New Year.

May each of you enjoy the peace and contentment of your home on this the most joyful Holiday of the year.

We assure you that our Organization has sought during 1966 to serve you in a manner that will make this a happy Holiday Season for you and your families. We look forward to the challenges before us in 1967, and promise to meet them with determination and your interest in mind.

We wish to you and your loved ones happiness, good health and prosperity during the coming year.

Last, but not least, our deepest hope is that understanding, good will and peace will again prevail throughout the world so the many families separated by war today will be reunited during the coming year.

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Grand Lodge Representative

Wage-Rules Move Still in Mediation

OUR BROTHERHOOD'S REquest for improved wages and rules is still in mediation.

Since our last report, Mr. J. E. Wolfe, the Carriers' chief negotiator, met with representatives of the five unions participating in the joint effort and made an offer which, at this time, we believe to be inadequate.

Mr. Wolfe's offer was that all wages be increased by five percent on January 1, 1967. In addition, employes would be afforded three weeks vacation after 10 years of service. The Carriers proposed that travel time and away-from-home expenses for employes be considered on or about June 1, 1967, and that if these efforts failed to dispose of this portion of our request, it would finally be submitted to arbitration.

The Carriers' offer was coupled with a provision that all other proposals and the Carriers' counterproposals be withdrawn.

Section 6 Notices could be served on or after September 1, 1967 for additional wage increases to become effective on or after January 1, 1968.

Your Brotherhood feels that the Carriers' offer fails to recognize the skill and needs of the employes we represent.

Cost-of-living has spiralled in the last year. The Carriers cannot hire a sufficient number of employes to properly maintain their signal systems primarily because of the low wages in the industry.

Profits in the railroad industry are high and we feel it is time for the railroads to come up with an offer that will bring our members' wages in line with those in outside industry.

Your Organization circulated a strike ballot to its membership and the returns show that 97.3 percent of our members will support the Organization to obtain a fair settlement of the dispute.

Grand Executive Council Acts on Issues Facing Brotherhood

A BROAD RANGE of problems and issues facing our Brotherhood were discussed at a meeting of the Grand Executive Council and Board of Trustees held at Grand Lodge Headquarters, Chicago, on October 25-27.

The Council was advised by President Jesse Clark that tentative agreement has been reached with the carriers on rules to govern the operation of track motorcars. He said a report from the Carriers' Committee adopting the new rules was expected within the near future.

Our Organization, in cooperation with other interested rail unions, supported Bill HR-5196 which, among other things, would have brought our members under the provisions of the Hours of Service Act. Brother Clark advised that this bill was not reported out by the House Committee but the Brotherhood will attempt to have legislation enacted in the next session of Congress to extend this coverage to our membership. This is in accordance with the action taken at past Brotherhood conventions.

Secretary-Treasurer C. J. Chamberlain reported that the sale of Apprentice Training text books is continuing satisfactorily. Vice President T. H. Gregg reported on efforts to establish a training program on the Louisville & Nashville Railroad and Vice President C. S. Chandler reported on the training program established on the Missouri Pacific Railroad. Grand Lodge Representative H. A. Stockdale reported that the Canadian railways have proposed changes in their training program and advised the proposals are under consideration.

Brother Stockdale reported on the recent six-day strike against most Canadian Railways and advised that wage increases totaling 18 percent were granted by legislation enacted by the government which also ordered the striking employes back to work.

Vice President Paul Drummond read a report of the Committee appointed by the Executive Council to investigate the operations of *The Signalman's Journal*. The Committee reported that in view of the financial condition of the *Journal* fund, the duties of Editor and Manager be assumed by the Vice President assigned to Grand Lodge Headquarters until otherwise directed by Grand Lodge or the Convention. The Committee's report was adopted unanimously by the Council and Board of Trustees. In accordance with this action, the duties of Editor and Manager will be assumed by Vice President Drummond as reported in last month's *Journal*. He will be assisted in his dual role by other Grand Lodge personnel as required.

The Council discussed at length insurance protection for Brotherhood members while operating or riding in company owned motor vehicles. The Council voted to take immediate steps, either individually or jointly with other interested organizations, to provide intransit insurance for our members.

The Council also voted to take action necessary to acquire sick pay for our membership. These matters are to be progressed as expeditiously as possible.

Brother Orndorff gave a report on the status of Brotherhood cases now being handled by the National Railroad Adjustment Board, Third Division. It was pointed out that the legislation passed in the last session of Congress will make it possible for our Organization to reduce the backlog of cases at the Division by requesting special boards of adjustment to decide cases involving a relatively small number of Carriers. The Organization will take the action necessary to reduce the backlog in the immediate future.

This will make it possible for claims going to the Board to be decided much faster than in the past. At the time of the meeting, 64 cases were assigned to Referees, 157 were not assigned to Referees and notices of intent to file ex parte submissions with the Division covered 32 other cases. This is a total of 253 cases on hand at the Board.

Other items of interest discussed included our Section 6 Notices served on the Carriers on May 10, the Supplemental Pension Plan for long-service employes that was signed into law by the President on October 31, failure of the Southern Railway to apply NRAB Awards, unsatisfactory conditions on the Southern Railway and the Great Northern Railway and improvements to be made to Grand Lodge Headquarters building.

Carriers Complain As

Shortage Of Signal Personnel Grows

ANY BROTHERHOOD REPRESENTATIVE can substantiate the fact that the Nation's Carriers are complaining about a shortage of signal department personnel. One of the questions most frequently asked our officers by signal department heads is "Where can we find some trained signalmen?"

Instead of asking where to find trained signalmen, the railroads should examine the causes for the shortage of personnel that does exist in most carrier signal departments. *Railway Age* quoted one signal officer as saying: "For the kind of men we want, the rates are low; and therein lies the trouble."

The Brotherhood agrees with the above statement, but there are other causes which must be corrected. *Railway Age* conducted a spot survey of railroads and learned that 83 percent of the roads responding have vacancies for signal maintainers and 58 percent of those surveyed have openings for electronic technicians.

It is evident from the survey conducted by *Railway Age* and the Brotherhood's contact with signal officers throughout the country, that a shortage of signal personnel does exist. This being true, it would be well for the Carriers to examine the reasons for the shortage.

Certainly, to attract the type of personnel required to maintain modern signal systems, a rate of pay must be paid exceeding that paid for similar skills in outside industries which have better surroundings in which to work. This leads to the pertinent question: "What are the railroads doing to correct this cause?" The answer is that we served notices on the nation's railroads on May 10 of this year and as this is written, the carriers have failed to offer any worthwhile settlement.

As a matter of fact, they are resisting even the nominal demands contained in our notice and instead seek to impose counter-proposals that are an insult to their employes. It is time that the carriers adopt a modern outlook toward its skilled employes instead of pointing at them through Madison Avenue advertising agencies as "featherbedders." The campaign carried on by the railroads for the past 10 years to depict their workers as "featherbedders" in the eyes of the public has been all too successful. The campaign aimed primarily at operating Brotherhoods applies to all railroaders in the public's view.

The youth the railroads wish to attract today are the ones they brainwashed in past years and brainwashed them so successfully that they do have a fear of being associated with the industry. We predict the railroads' campaign in this respect will be one of the most costly, ill-conceived endeavors ever dreamed up by a ruthless industry.

Contrast the image the telephone companies paint of their employes in advertisements in newspapers, magazines and other news media to that which the railroads have painted of their employes through well-planned, ill-conceived propaganda campaigns.

The telephone companies insert full page ads in magazines featuring their employes on the job and their leadership in their communities. The railroads paint their employes as "featherbedders" who work only when prodded by an official. Many railroaders know their children have been the victims of this vicious smear by the carriers. In schools and other places of contact, many railroaders' children have had to face the sneers of other children whose parents were gullible to the carriers' smear campaign.

Long Service Employes Quit

One of our General Chairmen in the Kansas City area advised recently that skilled signalmen with as much as 17 years service are leaving railroad service for positions in outside industry. Something is drastically wrong with an industry's employment conditions when employes with this much service leave for jobs in other industries.

The carriers must learn that they cannot smear their employes in the eyes of those with whom they associate and keep them as workers, much less attract new employes. It is ironic that the railroads today are beginning to pay for the smear they thought would solve their problems.

Training Programs Non-existent

However, there are other problems which the carriers must face up to if they are to attract the type of personnel required to maintain their increasingly complex signal systems. It can be truthfully said that 95 percent of the nation's railroads do not have a training program adequately set up to train good signal helpers. One railroad told *Railway Age* that it has encouraged men to attend local electronic schools at their own expense and at the end of two years, they are assigned the shop equipment rate.

This points the finger directly at one of the problems which the carriers must recognize and meet. They must realize that a training program will cost them money initially but will show a saving in the long run. All too often, signal department officials are anxious to enter into agreements with the Brotherhood to institute training programs but they make it clear sooner or later that they cannot get any money appropriated for this purpose. In other words, they want it at the employe's expense. This backward thinking will have to be changed before the shortage will be alleviated.

Another railroad reported it does pay for textbooks and allows some of its signal personnel to attend three-hour sessions one night a week for 10 weeks. This, too, represents some backward thinking on the part of railroad management. Any successful training program will have to be conducted on the job. This does not mean that the employes will not devote off-time periods to study but the carriers must, at least, conduct classroom work on paid time.

If this is done and a good program is initiated by a carrier, its employes will devote time at home to study but it cannot be a one-way street with the employes bearing the entire burden.

On Job Conditions Deplorable

In addition to the above problems, the railroads must come to realize that conditions on the job

must be made tolerable if they are to keep trained employes on their payrolls. Signalmen work outside a good portion of the time under adverse weather conditions and in many cases are furnished headquarters that are not fit for human occupancy. In some cases, water is not available at the headquarters point and the company complains if it is forced to furnish heat in cold weather.

The railroads may as well make up their minds now that young people looking for career jobs look not only at the rate of pay they will receive but at the conditions under which they will be required to work. They must also realize that they are competing with employers that, because of physical surroundings, have better working conditions for their employes and make their own meet the highest standards possible.

Another point that bears scrutiny is that by the nature of some signal work, employes are required to be away from home a good part of their working time. The carriers, if forced to do so by agreement with the Organization, furnish camp cars. And, we are forced to observe that most of them will not bear scrutiny.

Some of the camp cars the carriers furnish their employes as a home away from home are not fit for shipping cattle much less to house humans. Many carriers park camp cars outside of cities in order to stay out of the jurisdiction of local health boards. This is a sad commentary for any industry but one that is true in the railroad industry.

It is evident that if the railroads are to attract employes, they must make these homes away from home, which are bad under the best of conditions, as comfortable as possible. Yet, many signal officers will spend a day arguing against making repairs that are evidently needed.

The Carriers also expect employes to travel many miles to and from work to spend week ends with their families. They add insult by restricting their passes so they cannot be used on some of the few remaining passenger trains. In addition, they expect the employes to pay their own expenses while away from home for meals plus transportation to and from home. We have served notices on the carriers to correct these inequities and their response was to serve counter-proposals to aggravate rather than adjust the causes of complaint.

Of course, as any railroader knows today, the carriers hastened the time of the shortage by lay-offs a few years ago. They will tell you they have no furloughed employes in their signal departments but ask them how many skilled men have been laid off in the past 10 years. And these men did not wait at home to be recalled at the railroads' convenience but obtained other employment and the carriers could not get them back today even if they offered better working conditions and more money.

It is therefore evident that the carriers cannot expect to furlough employes every time there is a drop in revenue and expect to regain their services when needed later. We state flatly that the shortage of signal personnel on the railroads is the carriers' own fault and we have no sympathy for them as corporations.

However, we do have pride in our craft and will cooperate with the railroads to alleviate the conditions that have caused the shortage. To accomplish this, the carriers must undergo a complete change in their thinking toward their employes and must come to realize that they are human beings and must be treated as such or they will seek more humane employers.

There are numerous other conditions that contribute to the shortage of railroad employes today and particularly signal employes but unless the carriers change their archaic thinking, the shortage will grow. If they don't believe us, we challenge them to ask their present employes if they intend to recommend to their sons that they follow a career with the railroads. We think the results would astound some of the officials off their featherbeds.

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(Act of October 23, 1962: Section 4369, Title 39, United States Code)

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YOUR WASHINGTON Reporter

By Michael Marsh

WHAT PROBLEMS AND ISsues will face the new 90th Congress when it convenes in January and how will those problems be met? Washington is already looking ahead to that question. The answer, obviously, will depend on the shape of the nation and the world as the new year develops—and also on the character of the legislators who won the voters' favor on Nov. 8.

Already, however, a number of the big legislative issues for 1967 seem predictable. Here's a rundown on some leading candidates for the new year's legislative sweepstakes:

• For income tax payers, both individuals and corporations, the big question will be: Are we going to have a tax increase and, if so, who will be hit hardest?

President Johnson, up to the present writing, has held off any recommendations on a tax increase, though many business spokesmen and economists have urged it as an anti-inflation move.

Johnson will undoubtedly give the legislators his views on the subject before they get down to work. If he does ask for a tax boost, it's not at all sure Congress will enact it in the form he asks.

• Another early starter will be Johnson's proposal for a 10 percent increase in Social Security benefits. Along with this may come a number of other improvements in Social Security. Action on Social Security benefits will undoubtedly raise the issue of further improvements for Railroad Retirement.

• Any major strikes in 1967 will doubtless lead to a new outcry in Congress for legislation to shackle the right to strike, as happened during the airline machinists' strike last summer. It's impossible to predict the outcome on this matter. Also unpredictable at present writing is whether Congress will enact wage and price controls.

• The AFL-CIO will probably press its friends in the new Congress for another effort to repeal Sec. 14(b) of the Taft-Hartley Act, under which 19 states have enacted anti-union "right to work" laws. Repeal of 14(b) passed the House in the last Congress but foundered in the Senate when Sen. Everett Dirksen (R.Ill.) led filibusters that prevented the senators from even voting on the issue.

• A crucial preliminary to getting 14(b) repealed will be a move in the Senate, at the opening of the new session, to change the Senate's filibuster rule.

Another key procedural battle may take place in the House at the opening of the new session. This will involve the question of how much power the House Rules Committee shall have to block progressive bills from reaching the floor for a vote. The Rules Committee's prospective new chairman, Rep. William Colmer (D., Miss.), is rated just as much an obstructionist as its outgoing chairman, Rep. Howard Smith (D., Va.).

• High on the list of labor's legislative goals will be a revamping of the federal-state unemployment insurance setup, to improve jobless benefits and install minimum federal standards. This fight will be a tough one. As in past Congresses, labor's goal here faces all kinds of tricky opposition, inspired by selfish and short-sighted employers.

(Railroaders, fortunately, have a separate unemployment insurance setup that is already completely federal in nature.)

• Rail unions will undoubtedly continue their efforts in the new Congress to promote improved rail passenger service, including a moratorium on "sudden death" passenger train abandonments, as well as other constructive measures on behalf of the industry's future and its employes.

• Whether President Johnson will seek any dramatic new Great Society programs or any dramatic new initatives in foreign or military policy still remains unknown. In such a swiftly changing world, however, the unforseeable and unpredictable seem to happen more often than not. No doubt that will hold true with the new 90th Congress.

The old Congress, the 89th, worked long and hard in both 1965 and 1966. According to the Railway Labor Executives' Association, which groups the chiefs of 23 rail unions, the results were very notable indeed. An RLEA statement, issued by its executive secretary, Donald S. Beattie, just after the final gavel banged said:

"Never before has a Congress done so much for so many Americans. Never before has a Congress done so much for so many railroaders. The elderly, and those who are financially responsible for the elderly, will benefit from Medicare. The young and the parents of the young will benefit from progressive education programs. All workers will benefit from greater security, fuller employment and minimum wage protection.

Turning to the laws of special benefit to railroaders passed by the 89th Congress, the RLEA statement cited such measures as these:

—The historic new carrier-paid pensions for retiring long-service railroaders, and the 7 percent increase in benefits to already-retired railroaders.

—The new law aimed at speeding settlement and payment of railroaders' grievance claims, by allowing either party to request special boards of adjustment and by making all money awards final and binding.

—The new law forcing a split-up of the duPont Estate empire in Florida, which controls the struck Florida East Coast Railway.

—The new law creating a Cabinet level Department of Transportation and transferring railroad safety supervision to that Department.

—The new national freight car supply law, aimed at helping ensure an adequate supply of freight cars.

—The High Speed Ground Transportation Act, setting up a three-year $90 million program for research and development on high speed passenger service. This is the program under which swift new trains will operate on the New York-Washington and New York-Boston runs.

Despite these 1965-1966 legislative gains, however, the RLEA statement pointed out that "there is much to do in the future."

SHANTY BANTER

BATTERY FATIGUE

"Son, march upstairs right now and brush your teeth!"

"Can't, Mom, the battery is dead."

The more often you win an argument, the fewer your friends.

HIT AND MISS

V.I.P. to sweet young lady: "Don't I know you, Miss?"

Young Lady: "That is not the question, sir. The question is whether or not I know you. And the answer is no! Equally important, please let it stay that way."

A closed mouth gathers no foot.

TALL TALE FROM TEXAS

The doctor told the wealthy Texan to get away from it all. "Go to the Swiss Alps and breathe that fresh, wonderful air."

"Why go so far?" replied the Texan. "I'll buy 'em, crate 'em, ship 'em over, and stack 'em up on the west side of my little old ranch."

SANTA — OFF DUTY

"Well, son, did you see Santa today?" asked father.

"Sure did, Pop."

"And what did Santa say?"

"Keep moving, kid."

Nothing is opened by mistake more often than the mouth.

HONEST — BUT STUPID

The father examined his son's rather poor report card.

"Well, son," he said, "I'm glad you're not cheating on those final exams."

GLUE-IT-YOURSELF

Toys sold for Christmas gifting usually come in two varieties. The first variety breaks within an hour after the child gets it and the second takes 24 hours to put together.

THERE'S STILL GEOGRAPHY

Just before Christmas vacation, teacher was trying to impress her class with the concept of peace and good will on earth. "How many of you hate war?" she asked.

Everyone's hand shot up.

"But why?" she persisted.

"I know!" shouted one bright lad. "It makes history for us to study."

A WOMAN'S WORK IS NEVER DONE

About the time a woman thinks she can retire from housework, her daughter-in-law asks her for help with the cooking, the baby, and the mountain of ironing.

Fight tuberculosis and other respiratory diseases

Use Christmas Seals on All Your Holiday Mail!

A MAN'S WORLD?

By August, many June bridegrooms have settled into married life and have stopped helping their brides with the dishes. Now, they do the dishes without the help of their brides.

DOOM IN JUNE

The woman arrived late for the wedding ceremony. As she rushed up to the door, the usher asked for her invitation.

"Why?" she snapped. "I don't need one."

"Friend of the groom?" asked the usher.

"I should say not!" she replied. "I'm the bride's mother."

TERSE VERSE

'Twas his fright before Christmas
And this was his thought:
Do I have all the gifts
That I should have bought?

Walking reduces weight; jaywalking reduces years.

PERSONAL PERSONNEL PROBLEM

"I hear you've added a new secretary to the staff, Boss."

"Yes, Joe. I did. But she's more of a distraction than an addition."

The safest way to double your money is to fold it over once and put it in your pocket.

AND HE'S WORTH HIS SALARY

"Excuse me, sir. My wife wants me to ask you, sir. You see I've been here for thirty years and I've never asked for a raise."

"That's true. And that's why you have been here for thirty years."

When Eskimos meet they rub noses; Americans rub fenders.

AH! SPRING!

Why must Spring Fever and Spring Cleaning come at the same time?

Or to put it another way, how does so much junk accumulate in one year?

Sooner or later the man with pull bows to the man with push.

MORE DISCRETION THAN VALOR

"Gosh, Pop, one of the boys said I looked just like you."

"Really? What did you say to him?"

"Nothing! He's much bigger than I am."

Your Benefits Under The 1966 Amendments To The Railroad Retirement Act

ON OCTOBER 30, 1966, PRESIdent Johnson signed into law two acts which introduce a new retirement benefit, increase benefit formulas, and liberalize the railroad retirement program in other important respects. One of the major changes is the establishment of a supplemental annuity plan for long-service railroad employes awarded an annuity by the Railroad Retirement Board after June 1966. Other provisions raised the monthly benefits of about half of the persons on the Board's rolls. The increase in benefit rates is in line with the 7 percent increase that all social security beneficiaries and some (but not all) railroad retirement beneficiaries received in 1965.

The following questions and answers explain how railroad employes and their dependents may be affected by the amendments.

1. *What conditions must I meet in order to qualify for a supplemental annuity?*

You must be awarded an employe annuity after June 30, 1966. Also, you must have at least 25 years of railroad service and a "current connection" with the railroad industry. Your supplemental annuity, however, will not begin until you reach age 65 if you retire before that age.

2. *How much will I receive as a supplemental annuity?*

That will depend on how much railroad service you have to your credit. The supplemental annuity ranges from $45 for an employe with 25 years of service to $70 for one with 30 or more years of service. The amount may be reduced, however, if you are receiving a private pension under a plan paid for at least in part by your employer.

3. *When does the supplemental annuity plan go into effect?*

Supplemental annuities will be paid during the 5-year period beginning November 1, 1966. This does not necessarily mean, however, that the plan will terminate at the end of the period.

4. *How is the supplemental annuity plan financed?*

The plan is financed entirely by the railroads. A special fund is established based on a tax of two cents for each hour worked by employes, and benefits will be paid from this account only.

5. *Will my supplemental annuity payments be subject to Federal income tax?*

Yes. Unlike regular railroad retirement benefits, these payments will be subject to income tax.

6. *Who will receive increases in their monthly benefits?*

Most persons on the Board's rolls who did not have their railroad retirement or social security benefits raised in 1965 will get a 7-percent increase in their annuities. The others will get increases of less than 7 percent or no increase, depending on how much their benefits were increased in 1965.

However, employes receiving full supplemental annuities will not get an increase in their regular annuity. An employe who retired before age 65 will receive the increase in his regular annuity until he is awarded a supplemental annuity.

7. *Will persons who come on the rolls in the future receive regular annuities at the new rates?*

Yes, but with certain exceptions. First, the increases will not go to employes after they are awarded supplemental annuities. Second, persons (including employes who do not get supplemental annuities) who are receiving social security benefits will receive no increase or only a partial increase over the old rates.

8. *If I become entitled to social security benefits after I retire from the railroad, will this affect my regular annuity?*

Yes. Your annuity will generally be reduced by about the amount that the social security benefit was increased as a result of the 1965 social security amendments. However, your annuity will never be lower than the amount that would have been paid before the 1966 railroad retirement changes.

9. *When I retired in 1964, I was awarded a railroad retirement annuity of $175. I am also drawing a social security benefit of $60. How much will my annuity be increased under the amendments?*

Your annuity will go up to roughly $183, an increase of $8. A full 7-percent increase would be about $12; but this amount has to be reduced by $4 to allow for the increase you received in your social security benefit last year. If you were not receiving the social security benefit, you would, of course, receive the full $12.

10. *When I retire from my railroad job in January, I will be 65 years old and will have 28 years of railroad service. I had estimated that my annuity would be about $187 under the old formula. How much will I receive in benefits under the new law?*

You will be entitled to a supplemental annuity of $60 on the basis of your age and service (see qq. 1 and 2). Because you will receive this supplemental annuity, your regular annuity will still be about $187, the amount provided by the old formula. Thus, your total annuity payments will be $247.

11. *How will the 7-percent increases be financed?*

They will be financed by an increase of one-fourth of 1 percentage point in the regular retirement tax. In 1967, employers and employes will pay the new retirement tax rate of 8.65 percent (including 0.5 percent for medicare) on the first $550 of monthly earnings.

12. *Did the amendments make any other changes in the law?*

Yes. There were a number of changes of a technical nature which simplified administration and corrected certain inequities. The most important was the change which provided monthly benefits for surviving children aged 18-21 if they are attending school full time. This new benefit is retroactive to January 1, 1965.

13. *What steps must I take to get the benefits provided by the changes in the law?*

No additional action is required on your part if you are eligible for a supplemental annuity or for an increase in your regular annuity. The first supplemental annuity payments and the increases in regular annuities will be reflected in the January 1, 1967 checks of most persons and will include the increases for November and December. The Board asks you not to write in about your benefits before that time because inquiries will only delay the adjustments.

The situation is different, however, in the case of families with surviving children aged 18-21. In many cases, the Board may not have all the required information in its files and will contact you if further information is necessary. If you have such children who are full-time students and you do not hear from the Board by January 15, 1967, you should contact the nearest district office.

A Backward Step

By J. Edgar Hoover
Director, Federal Bureau of Investigation

LAW ENFORCEMENT, BY the very nature of its responsibilities, has always been a handy scapegoat for those who resent law and order and those who seek public sympathy on controversial issues.

As a frontline representative of government, law enforcement often bears the brunt of criticism—just or unjust—leveled at constitutional authority.

Admittedly, law enforcement has its shortcomings, as do all professions. Contrary to some viewpoints, however, it is not responsible for all the grievances with which it is charged.

Furthermore, wholesale harrassment of law enforcement is not an antidote for all the troublesome issues facing communities throughout the country.

A questionable move, currently being championed in some localities, is the establishment of civilian review boards to hear complaints against law enforcement officers.

To a large degree, these panels would consist of appointed individuals who are generally inexperienced and uninformed in law enforcement and police administration.

Civilian Review Boards Questionable

When carefully considered, it is clear this drive for external boards is an ill-advised maneuver.

It amounts to the usurpation of authority rightfully belonging to the police commander.

It is a practice which could damage effective law enforcement and reduce the orderly processes of community life to petty bickering, suspicion, and hatred.

The police executive cannot become a mere pawn of bureaucratic committees. He must have full responsibility for the performance, discipline, and control of his officers.

Valid objections to external review boards are too numerous and extensive to be shunted aside.

Such panels represent a backward step for law enforcement toward ineptness and mediocrity.

Moreover, one of the major weaknesses of these boards is their inherent political overtones. In many instances, appointments will be made for political expediency rather than merit, and every faction, clique, group, and organization which has an ax to grind will demand representation.

If there is one thing career police executives have learned over the years, it is that politics has no place in effective law enforcement.

The average law enforcement officer today is already saddled with greater responsibilities than he can fully comprehend and capably discharge.

Total Compliance Demanded

Society demands of the officer total compliance with the mandates of the law; however, it has yet to give him a clear-cut picture of what the law demands and what it forbids. Even those learned in the law cannot agree with certainty what powers the police officer possesses. Many times, his actions are adjudged wrong by the thinnest of margins in split decisions by the highest courts.

He should not be subject to public ridicule and penalized in salary, promotion, and personal career based on decisions reached by outside overseers to whom professional law enforcement and public protection may be of secondary interest.

Experience has shown that high selection standards, outstanding training, realistic pay scales, and advancement based on merit are fundamental principles of good police service.

It is a pity that the efforts being wasted in promoting impractical review boards could not be applied to these proven elements.

Work Force in 1980 To Exceed 100 Million

MORE THAN 100 MILLION Americans will be working or looking for work in 1980, Secretary of Labor W. Willard Wirtz recently stated.

Between 1960 and 1970, he said the U. S. labor force is expected to rise by 22 percent—from 69.9 million to 85.3 million workers.

And, from 1970 to 1980, the total resident labor force is expected to grow by 18 percent—from 85.3 million to 100.7 million workers.

This means an increase of about 15 million in the labor force for each of these decades.

These projections are based on a report—"Labor Force Projections by State, 1970 and 1980."

The study indicates that the West is expected to show the biggest labor force increase over the next 15 years.

Between 1970 and 1980, for example, the West will experience a gain of 26 percent, followed by rises of 19 percent in the South, about 17 percent in the North Central and less than 16 percent in the Northeast.

Salerno and Swiss Accept Positions With Edison Co.

THE PRIMARY BATTERY Division, Thomas A. Edison Indus-

SALERNO

SWISS

tries of McGraw-Edison Company, has announced the appointment of Mr. Peter J. Salerno to the position of field engineer and Mr. John J. Swiss to the position of service engineer. Both will maintain headquarters at Chicago.

Mr. Salerno commenced his career in railroading with the DL&W Railroad and in 1929 accepted a position with the Okonite Company as supervisor of their sales-service division. He was subsequently advanced to the position of sales representative specializing in railroad sales and served in that capacity from 1939 to 1959, except for a period during World War II when he served with the U. S. Army.

He became vice president in charge of sales for T. George Stiles Company of Arlington, N. J. on November 1, 1959, and remained in that capacity until his present appointment.

Mr. Swiss received his early education in Kearney and Bloomfield, New Jersey and attended Newark College of Engineering. From 1953 to 1955, he served in the U. S. Army. He joined the Signal Department of the Erie-Lackawanna Railroad in June 1956 and advanced to the position of leading signal maintainer, a position he held until his present appointment.

National Railroad Adjustment Board

Upholds Brotherhood's Position On Two Claims

TWO RECENT AWARDS BY the National Railroad Adjustment Board, Third Division, have sustained Brotherhood claims against the New Haven Railroad and the Pennsylvania-Reading Seashore Lines.

The claim against the New Haven, disposed of by Award No. 14834, arose due to the Carrier furloughing employes without giving them proper notice as outlined in our Agreement.

The Rule violated by the Carrier provides that "not more than 16 hours advance notice of force reduction will be required under emergency conditions such as flood, snow storm, hurricane, earthquake, fire or strike, provided the Carrier's operations are suspended in whole or in part and provided further that because of such emergency the work which would be performed by the incumbents of the positions to be abolished or the work which would be performed by the employes involved in the force reductions no longer exists or cannot be performed."

A maritime strike in New York City, according to the Carrier, gave it the right to furlough employes after giving them only 16 hours advance notice. The Brotherhood pointed out on the property, and before the Board, that the strike alone did not give the Carrier the right to invoke the 16 hour provision in the Rule. It was pointed out that the work which would be performed by the employes involved continued to exist after the strike commenced and could be performed. The Rule involved in this claim is in effect on all properties party to Article VI of the August 21, 1954 National Agreement and has been retained in subsequent National Agreements.

In sustaining the position of the Brotherhood, the Board said:

"As a result of a strike involving railroad marine operations in New York City, the Carrier found it necessary to notify certain employes that their jobs were to be abolished due to the strike.

"The Organization filed the instant claim on behalf of 109 Signal Department employes, alleging a violation of Rule 30 of the Parties' agreement. It acknowledges that the strike did constitute an emergency which brought about a reduction of Carriers service, but argues that there was still work available to be performed by Signal Department employes and that thus the requirements of Rule 30 were not met.

"The Carrier asserts that the claim is faulty because the Claimants were not specified in the appeal to the Carrier's highest officer. On the merits, the Carrier argues that it met all the requirements of the 16 hour notice provision in Rule 30. In particular it notes that the strike eliminated work for many hundreds of employes; that it did provide work for most signal employes clearing snow from signals; and that it was forced to cancel assignments to the Claimants because of the strike. Thus work no longer existed for these employes.

"The Carrier's claim that failure to name the specific Claimants in the Organization's appeal to the Carrier's highest officer is fatal lacks merit. We are aware of Referee Dorsey's refusal to permit amendment of the claim by addition of names after final denial of the claim on the property. (Award 14498). But that award also states:

> 'We have held, when a like issue has been raised, that Claimants need not be individually named if their identity is known to Carrier or is readily ascertainable.'

"In the instant case, the names of all Claimants had been supplied to Carrier at the lower levels of the appeal, and in addition were identifiable as those under the jurisdiction of Signal Supervisor H. A. Welch. For these reasons we find they were readily ascertainable, and that the claim was properly processed.

"Turning to the merits, all other requirements of the sixteen hour provision in Rule 30 having been met, the essential question is whether the furloughed signalmen's work 'no longer exists or cannot be performed.' Carrier cites several awards upholding its right to abolish positions during strikes, but in none of those awards was there an agreement limitation as here, which limits furloughs in the event of strikes or other emergencies to situations where the regular work 'no longer exists or cannot be performed.'

"The evidence indicates that the work of the Claimants consisted of work on those signals and related equipment which were not incapacitated by the strike. Indeed the signal facilities were probably more easily worked with than in periods when trains were being fully operated. Thus we are unable to agree with the Carrier's contention that because of the emergency, the work no longer existed or could not be performed."

The claim against the Pennsylvania-Reading Seashore Lines, disposed of by Award No. 14836, arose because the Carrier required a foreman to perform the duties of a vacationing foreman in addition to his own. The Brotherhood contended that the senior employe on-duty and not working a foreman's position during the claim period should be paid the difference between the rates of pay of his position and that of the foreman on vacation.

In sustaining the Brotherhood's position, the Board said:

"On August 29 through September 2, 1960 Foreman R. Danley, headquarters Westville, N.J. was on annual vacation. During this period Foreman G. Thompson supervised the C. & S. forces working at that point.

"The Organization contends that Foreman Thompson was given an increased work load by virtue of Foreman Danley's vacation absence, in violation of Article 10 (b) and that Signalman Hansel, oldest man in seniority at work at this time, should have been assigned to this position.

"The Carrier argues that the available work gang was reduced in number at this time; that the size of Thompson's work gang was no greater than usual, and that most of the men from Danley's gang worked independently, away from Thompson's supervision. It asserts that since the only extra work required of Thompson was taking the roll and issuing start-of-shift orders, less than 25 percent of Danley's duties were assigned to Thompson, and thus there was no violation of Article 10 (b).

"Article 10 (b) of the Vacation Agreement states:

> '. . . However, not more than the equivalent of twenty-five percent of the work load of a given vacationing employe can be distributed among fellow employees without the hiring of a relief worker. . . .'

"In the instant case it is clear that Danley's gang continued to work and that there was a continuing need for supervision. Although part of his gang worked at a location physically removed from Thompson, and was under the immediate direction of Leading Signalman Schwartz it is clear that there was no other foreman on hand with the ultimate supervisory authority. Whether or not he was physically present with the Danley gang members at all times during the shift is irrelevant, since his availability and responsibility could not be denied. Additionally, Thompson carried out the administrative requirements of Danley's job in the roll call and assignment of work. It can not be logically argued that once he assigned the work tasks he no longer had any supervisory responsibility for their performance. It is therefore our conclusion that at least the equivalent of 25% of Danley's work load was distributed among fellow employes, in violation of Article 10 (b).

"Signalman Hansel's claim is sustained."

Rail Unions Win Job Protection Pact In ACL-SAL Merger

THE BROTHERHOOD OF Railroad Signalmen and other Standard Railroad Labor Organizations have won a strong job protection agreement for employes of the Atlantic Coast Line and Seaboard Air Line Railroads in case a merger is allowed by the U. S. Supreme Court.

About 20,000 railroaders are affected by the new agreement. The ACL-SAL merger may soon take place if the Supreme Court rejects a final appeal which the Justices are now considering.

The new ACL-SAL agreement is similar to the protective pact won earlier by the unions in the event the Pennsylvania-New York Central merger goes through. The agreement does not alter our basic opposition to the merger but does protect employes represented by our Brotherhood if the merger is allowed over the objections of rail labor.

Highlights of the agreement include the following items:

• All employes of the ACL and SAL on Aug. 1, 1966 and employes newly hired between then and the consummation of the merger (excluding those temporarily hired on non-recurring projects) will be preserved in employment by the merged company and will not be placed in a worse position with respect to compensation (adjusted to include future general wage increases), rules, working conditions, fringe benefits or rights and privileges during their employment, with certain exceptions. (Employes on furlough will also have their rights preserved.)

Exceptions Listed

• Exceptions to the job protection include those employes who resign, retire, die, are dismissed for cause, fail to work because of discipline or disability, or fail to bid in a job under existing rules. Seasonal furloughs are allowed, but no greater than during the preceding 12 months; also, emergency furloughs are allowed.

• If the merged company's business drops more than five percent below the 1964-65 average, it may cut the number of protected employes by one percent for each one percent that the business drop exceeds five percent. But these employes must be returned to work as business is restored. The agreement contains a formula to calculate changes in the company's business.

Retirement Option

• If the merged company has a surplus of employes, it may offer to present employes age 60 or over a retirement allowance ranging from 12 months pay for those under 65 to four months pay for those 68 and over. Such employes, if they wish, may resign and take the retirement allowance. This retirement option is not contained in the Penn-Central agreement.

• In consideration of the job protection, the merged company will be allowed to transfer protected employes throughout its system, under implementing agreements with the organizations. In certain limited cases, protected employes may be transferred, on a temporary basis only, to "other reasonably comparable employment" outside their craft which does not require a change in residence.

Other Provisions

Protected employes who are obliged to move their residence under this provision are guaranteed payment of various costs plus a flat payment of $400 and five days pay. Also, if such an employe has at least 15 years service and prefers to resign instead of move, he will get a separation allowance of 360 days' pay.

The new pact carries provisions for arbitrating disputes about interpretation or failure to reach implementing agreements. Also, the two railroads agreed that the merged company will take over all their labor contracts and mesh them together through negotiations covering each craft.

Right to Picket Jacksonville Terminal Upheld by Supreme Court

THE U. S. SUPREME COURT, in a 4-4 tie vote, affirmed the right of rail union members to picket the Jacksonville terminal of the struck Florida East Coast Railway.

The ruling, though a legal victory for the unions in their long battle against the FEC, does not within itself permit immediate resumption of picketing. Still unsettled is an anti-picketing injunction issued by a state circuit court judge in Jacksonville. The unions will ask the state appeals court to expedite hearings in this case. The Supreme Court decision upheld a ruling last May 4 by the 5th Circuit Court of Appeals that the Norris-LaGuardia Act bars federal court injunctions in such cases. Justice Abe Fortas did not participate in the decision.

The suit to bar picketing was brought by the Jacksonville Terminal Co. and two other railroads which share the terminal with the "scab" operated FEC. On May 10, a U.S. District Court in Jacksonville ordered picketing limited to an entrance set aside for FEC employes. The decision was overruled by the 5th U.S. Circuit but the injunction was ordered kept in effect during the appeal.

Members of the non-operating unions have been on strike against the FEC since January 1963.

news from Canada

Canadian General Committee Meets

MEMBERS OF THE CANADIAN General Grievance Committee took a searching look at many of the conditions facing signalmen in the Dominion at their regular triennial meeting held September 26-30 at Winnipeg, Manitoba. The meetings, chaired alternately by Grand Lodge Representatives H. A. Stockdale and A. N. Cotton, acted on an agenda of 61 items, all important to our membership in Canada.

Attendance at the meeting set an all-time record of 34 consisting of 29 delegates, Grand Lodge Secretary Treasurer C. J. Chamberlain, Vice President P. T. Drummond of the Chicago office, Grand Lodge Representative H. A. Stockdale, Montreal, Grand Lodge Representative A. N. Cotton, Winnipeg, and General Chairman C. R. Scott, Montreal.

All officers of the Committee gave reports covering their activities during the past three years and Brothers Chamberlain and Drummond gave counsel and advice on many of the matters under discussion. Both expressed the opinion that this was one of the most constructive Brotherhood meetings they ever attended and agreed that the harmony that prevailed was in accord with the highest standards of our Organization. Although different views were expressed on many subjects, all in attendance were given an opportunity to fully explain their position, they observed.

Brothers Stockdale and Cotton distributed copies of a recent Letter of Understanding reached with the Canadian National and the Canadian Pacific Railways concerning payment on general holidays for employes whose compensation is based on 205 1/3 hours a month.

Employes on call on holidays will be paid 8 hours holiday pay in addition to their guaranteed monthly rates. Employes who, due to an emergency, work on a general holiday will have actual time worked applied against the guarantee. If they are required to perform planned work on general holidays, or work off their assigned territories, they will be paid 8 hours holiday pay and straight time for all time worked in addition to their monthly guarantee.

If a holiday falls on a rest day of an employe whose compensation is based on the 205 1/3 hours per month formula, he will be given another day off as a holiday and will be subject to call on the substitute day. A letter will be sent to all members in Canada in the near future explaining the provisions of the Letter of Understanding.

YEARLY CARDS NOW AVAILABLE

Special Yearly Cards, for those members who find it convenient to pay their B. of R. S. dues by the year in advance, are now available, Secretary-Treasurer C. J. Chamberlain announced recently.

Members desiring one of the Yearly Cards should remit their dues for the year 1967 to the financial secretary of their Local. The secretary will then report the per capita tax to Grand Lodge and the Yearly Card will be printed with the member's name and returned to the Local secretary.

Yearly Cards will be available until March 31, 1967. After that time no more orders will be taken.

You can't lose if you purchase a Yearly Card because dues paid in advance will be returned if the member becomes eligible for a refund due to sickness, furlough, or termination of service. However, you can help lighten the load on your secretary and guarantee yourself good standing in the Brotherhood for an entire year by purchasing one of the Yearly Cards.

The group life insurance plan in effect for all Canadian members was discussed thoroughly. It was pointed out that due to the adverse experience suffered by the plan, monthly rates for the five thousand dollar coverage will be increased from $2.05 to $3. This rise in cost is due to the abnormally high death rate since the plan was inaugurated. During the period the plan has been effective, 30 deaths have occurred and this is some 40 percent higher than should have been experienced, according to the insurance company's actuarial tables, for a group consisting of the average age of our Canadian membership.

However, the Committee was notified by the insurance company holding the policy, that premiums would have to be increased to keep the policy in effect. After much discussion, the Committee approved the increase effective December 1, 1966, as the only alternative would have been to cancel the coverage. Each member will be given full details by letter concerning this matter.

One of the liveliest topics of discussion was the recent strike against most Canadian railways. Those present were advised the government recently appointed H. Carl Goldenberg to mediate the outstanding issues in dispute between the Organizations and railways. They were also advised that all issues dealt with by the Conciliation Board, appointed by the government, are still in dispute.

If Mr. Goldenberg's efforts do not produce agreement by the parties, the entire dispute will be decided by arbitration and the results of such procedure will be final and binding on all parties. Our Brotherhood has joined other rail labor organizations and the Canadian Labour Congress in denouncing compulsory arbitration as a means of forcing settlement of disputes between employes and employers.

In addition to the above, items of discussion included:

- The Brotherhood's efforts to have protective clothing supplied to all Signal Department employes at railway expense.
- Demands that all gang men be made whole for away-from-home expenses.
- The Brotherhood's efforts to establish a higher rate of pay for leaders and abolishment of fixed wage differentials for this class of employes so that all percentage wage increases will apply to the entire wages of leaders. Under present rules, percentage wage increases do not apply to wage differentials. This has an effect of narrowing the pay scale between mechanics and leaders rather than increasing the differential, which the Brotherhood feels must be done to furnish an incentive for employes to accept these responsible positions.
- The Brotherhood's efforts to bring all employes performing signal work such as circuit designers, draftsmen and technicians, under the Scope Rule of our agreements with the railways.

The assembly strongly denounced the Canadian Pacific Railway's action of reducing passenger service and restricting employes' pass rights. The CPR's action in this connection is directly opposite to that of the CNR, as the latter is making a strong bid to increase passenger travel. The CNR is government owned and operated and the CPR is a private enterprise.

The members of the Committee were severely critical of the delays encountered in negotiating agreements. They pointed out, for example, that our current dispute with the railways arose as a result of notices served during November 1965 and that, at the time of the meeting, no final settlement was in sight.

In an effort to effect a more efficient and economical operation, as well as to place the Committee in a better position to furnish information to individual members, the positions of General Secretary-Treasurer and General Chairman with headquarters at Montreal were combined.

Grand Lodge Secretary-Treasurer Chamberlain conducted the election of officers of the Committee for the next three years. The following were elected:

General Chairman and Grand Lodge Representative, Montreal - H. A. Stockdale; General Chairman and Grand Lodge Representative, Winnipeg - A. N. Cotton; General Chairman and General Secretary-Treasurer - C. R. Scott; Assistant General Chairman, CNR-East—B. E. Reynolds; Assistant General Chairman, CNR-West—A. L. Gregory; Assistant General Chairman, CPR-East—R. A. Nerden; Assistant General Chairman, CPR-West—J. Boisjoli; Board of Trustees—J. McCormick, J. E. Dubois and D. A. McManus.

Following the final session of the meeting, the Canadian National Railway showed an interesting film on its operations during 1965. The film is designed to give the CN's employes in capsule form the highlights of the railway's developments and has been used successfully, according to the railway, to inform its employes of its efforts to attract business and expand service. All present were complimentary of the CN's efforts to attract passenger business, a venture that is proving to be highly successful.

Following the showing of the film, all CNR Committee members met to discuss problems of particular concern to them.

A banquet was held Friday night with about 160 members, guests and friends present. A delicious meal was served and dancing followed. The Committee was particularly pleased to have as its guest, Mrs. Nell Burman, widow of former Vice President E. J. Burman.

The next General Committee meeting will be held in Quebec City, Quebec, during August 1969.

Shown above is a photo of the members and visitors who attended the Canadian General Grievance Committee Meeting held September 28-30 at Winnipeg, Manitoba. From left to right, they are: Front Row—D. McAlpine, L. C. (47); A. L. Gregory, asst. G. C., CN; General Secretary R. A. Pellow; Grand Lodge Representative A. N. Cotton; Grand Lodge Representative Harold Stockdale; Vice President P. T. Drummond; Grand Lodge Secretary-Treasurer C. J. Chamberlain; General Chairman C. R. Scott; R. A. Nerden, asst. G. C., CP. Middle Row—Local Chairmen D. A. Simpson, (203); R. York, (192); E. Urch, (124); J. R. Dickson, (204); D. McManus, (205); D. Majury, (165); D. McGill, (165); J. N. MacTaggart, (167); K. Shivak, (125); R. Kearney, (118); J. DuFort, (118). Back Row—R. Mitchell, asst. G. C., Ontario Northland; Local Chairmen J. Platt, (12); P. Kanski, (12); M. Martin, (203); A. Wright, (12); W. Deschamps, (209); J. E. DuBois (144); K. Baylis, (196); J. McCormick, (187); Chief Signalman J. Tweedley, 125); J. Boisjoli, L. C., (125), and E. Traynor, asst. G. C., Toronto Terminals.

Determine Your Rights Under FELA

Members who are injured on the job and the dependents of those members who have been killed or have died as the result of such injuries should by all means ascertain their rights and benefits under the Federal Employers' Liability Act before attempting any settlement with the railroad.

Below is a list of attorneys who, on the basis of information made available to us, are competent to give full information and assistance to those in need of it.

This list is compiled and maintained on the strength of information furnished us by both attorneys and members. The accuracy of the list that we will publish from time to time depends entirely on the information furnished us. Therefore, everyone concerned is urged to keep us informed regarding cases handled, nature of the case, terms of the settlement, commendations, criticisms, etc.

Vice President G. Orndorff, Room 1812, 220 South State Street, Chicago, Ill. 60604, has been designated to receive and compile this information.

Atlanta, Ga. 30303. Thomas J. Lewis, Jr., 905 Healy Bldg.
Tel. JAckson 2-4229

Baltimore, Md. 21202. Bernard M. Savage, 10 Light St., 30th Floor, Maryland National Bank Bldg.
Tel. MUlberry 5-2713

Bergenfield, N. J. 07621. Charles J. Tyne, 104 N. Washington Ave.
Tel. DUmont 4-9433

Birmingham, Ala. 35203. Rives, Peterson, Pettus & Conway, 17th Floor, Twenty-one Twenty-one Bldg.

Boston, Mass. 02108. Francis H. Farrell, Suite 701, Old South Bldg., 294 Washington Street
Tel. LIberty 2-3270

Chicago, Ill. 60602. Henslee-Monek - Henslee, 120 Madison Bldg.
Tel. STate 2-5925

Cleveland, Ohio 44114. Howard M. Metzenbaum, 700 Union Commerce Bldg.
Tel. PR 1-4515

Denver, Colo. 80202. Alex Stephen Keller, 316 Symes Bldg.
Tel. ALpine 5-3603

East St. Louis, Ill. 62201. Dan McGlynn, 120 N. Main St.

Fort Worth, Tex. Contact George L. Schmidt, at Houston, Texas 77004.

Houston, Tex. 77004. George L. Schmdt, 4714 Fannin
Tel. JA 6-1564

Kansas City, Mo. 64105. Frank X. Mattes, Suite 1420, Commerce Tower, 9th and Main Street
Tel. HA 1-5411 and HA 1-2973

Little Rock, Ark. 72201. Norman R. Jones, 607 Pyramid Bldg.
Tel. AC 501, Franklin 5-7497

Los Angeles, Calif. 90012. Clifton Hildebrand, 205 S. Broadway, Suite 400
Tel. MAdison 9-2214

Minneapolis, Minn. 55402. Eugene Rerat, 1100 First National Bank Bldg.
Tel. FEderal 9-9231

New York, N.Y. 10017. John V. Higgins, 535 Fifth Ave.
Tel. YUkon 6-1377

Oakland, Calif. 94612. Clifton Hildebrand, 1212 Broadway
Tel. GLencourt 1-6732

Pittsburgh, Pa., 15230. Robert B. Ivory, 711 Frick Bldg.
Tel. 471-3740

Salt Lake City, Utah 84101. Wayne L. Black, 530 Judge Bldg.
Tel. EMpire 4-3566

San Antonio, Tex. 78205. George L. Schmidt, 1515 NBC Bldg.

Seattle, Washington 98104. Arthur E. Piehler, 1519 Norton Bldg.
Tel. MAin 4-4700

Sherman Oaks, Calif. 94103 John M. Ennis, Suite 27, Lydee Bldg., 15445 Ventura

St. Louis, Mo. Norman R. Jones, 1010 Arcade Bldg.
812 Olive Street
Tel. CEntral 1-6060

Syracuse, N.Y. 13202. J. Murray Dunn, 707 State Tower Bldg.
Tel. HA 2-0303

Vicksburg, Miss. 39180. James B. Ramsey, First National Bank Bldg.
Tel. VIcksburg 636-5561

Wichita, Kans. 67202. Payne H. Ratner, 444 N. Market, P.O. Box 306
Tel. AMherst 2-6423

Wichita, Kans. 67202. John C. Frank, 615 Union National Bldg. Bldg.
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Your Congressman As a Committee Member

IMAGINE TRYING TO LEARN every provision of the Railway Labor Act, the Antitrust Laws, the Internal Revenue Code, the Packers and Stockyards Act of 1921, the Tariff Act of 1930 and all the thousands of other Acts that go to make up our laws. You're right—it would be impossible!

There are a dozen or so new bills introduced in Congress each day—dealing with as many different subjects. Sooner or later your congressman will probably have to consider the proposed measures and decide whether to vote "Yea" or "Nay." It becomes clear, then, why Congress adopted the committee system. By channeling all related bills through the committee which specializes in that type of legislation, the accumulated knowledge and experience of the committee members can be put to best use.

When a new member of Congress reports for duty, he is assigned to one or more committees. In order to be able to weigh the proposals intelligently, he must become as familiar as possible with the work of these groups. Thus, rather than trying to learn everything about every law all at once (plus getting accustomed to congressional life) he can focus much of his attention on the business of the committees to which he is assigned. So you might say that the Congress is composed of people who "specialize" in certain matters (but never to the exclusion of other considerations).

Nominations to the standing committees are made by the Committee on Committees of either the majority or the minority party—depending on the member's political affiliation. Interests back in the district or state will often dictate the congressman's committee preference. For example, a representative from a farming area would undoubtedly like to be assigned to the Committee on Agriculture. Since the effectiveness of a committee is directly related to the interest of the members, these preferences are taken into consideration when assignments are decided.

Now that we see how the system works, let's examine the various types of committees and the purposes they serve:

Standing Committees

As provided by the Legislative Reorganization Act of 1946, there are 16 standing committees in the Senate and 20 in the House of Representatives. Each committee has specific jurisdiction over certain matters. For example: Any bill introduced in the Senate relating to the Railroad Retirement Act is automatically sent to the Committee on Labor and Public Welfare. If the bill is introduced in the House of Representatives it is sent to the Committee on Interstate and Foreign Commerce. These committees govern, among other things, all matters concerning railroad retirement and unemployment insurance (except revenue measures relating thereto).

Senate standing committees vary in size from 7 to 27 members. In the House the variance is from 9 to 50 members. At the beginning of each Congress the standing committee members are elected by the respective Houses to serve throughout that Congress. The chairman of each committee is traditionally the senior majority member of the committee in point of service on that committee. The rank of the other members is also a question of committee seniority. Senators generally serve on two or more standing committees and House members are assigned either to one or two. There are some 180 subcommittees of these permanent committees.

Select Committees

These are special committees created by resolution for a limited time to handle a specific problem. When that function has been carried out, the select committee automatically expires. The number of committee members is generally specified in the resolution.

Committees of the Whole

This term means that the entire Senate or House turns itself into a single committee for the purpose of suspending formal procedure and speeding its work. This is used, for instance, when the Senate is considering a treaty.

Conference Committees

These are "ad hoc" (Latin for "special" or "for this case alone") committee appointed in both Houses to resolve differences between Senate and House passed versions of the same bill. Members of these committees are appointed by the President of the Senate and the Speaker of the House. Managers of Conference Committees are usually selected from the Standing Committee that first considered the bill.

More than 97 percent of all troops, more than 90 percent of all Army equipment and supplies and about 90 percent of all Navy equipment and supplies were transported by rail during World War II.

Joint Committees

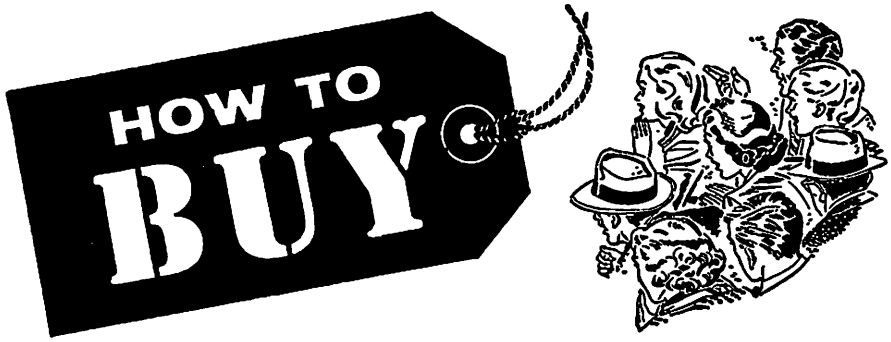
There are several permanent joint committees representing both Houses of Congress created to handle special problems—e.g., Atomic Energy, Internal Revenue Taxation, etc.

The Committee at Work

All standing committees—and their subcommittees—are authorized to hold hearings, subpoena witnesses, produce evidence, take testimony, make expenditures and act at such times and places as they deem advisable. It is the duty of the committee chairman to bring matters to a vote and to report, or cause to be reported, promptly to the respective Houses of Congress any measure approved by his committee. Standing committees have permanent staffs and fixed weekly, bi-weekly or monthly meeting days for the transaction of business. The chairman may call additional meetings if he finds it necessary.

Considering all this, it is easy to understand why the various committees have enormous power in their respective fields. The chairman especially is in a position to speed or retard the progress of any bill that comes under his jurisdiction. A majority vote is necessary in order to report the bill out of committee but it is the chairman who decides the order in which the proposals will be considered.

Do you know to which committees your congressmen are assigned and their status on those committees? Obviously, we cannot list them all here, but we would be happy to answer any inquiries or furnish any information on this subject that you may wish. In conclusion we call attention to the words of Woodrow Wilson: "Congress in its committee-rooms is Congress at work." If you know this, you understand how our legislature functions.



By SIDNEY MARGOLIUS, for The Signalman's Journal

Doctors Raise Fees For Medicare; Everybody Hit

ELDERLY PEOPLE WHO HAD long waited for Medicare to help solve their medical-expense problems are finding that some of the anticipated benefits may be cancelled by increases in fees charged people over 65 by doctors.

One woman who enrolled in Plan B of Medicare (the part that costs three dollars a month and pays doctor bills), told this writer that her doctor now is charging her $10 for an office visit instead of the previous $7. Others have reported jumps from $5 to $10. Some specialists are reported to have raised fees from $10 for an office visit to $15.

Actually, many doctors had started to raise fees last spring even before Medicare went into effect on July 1, as the doctors' trade magazine, *Medical Economics,* reported at the time. The doctors were getting ready for Medicare.

The doctors are claiming that they are merely eliminating a cut rate previously given moderate-income older patients now that Medicare is helping to pay the bill.

The increases can wipe out some of Medicare's expected help for many older people. Those who may not use up their entire $50 deductible under Part B before they become eligible for payments for doctor bills now will find themselves paying more than before. For example, an older person who may go to a doctor four or five times during the year, will find he is paying $40 or $50 out of his own pocket without any reimbursement from Medicare Part B. At the old rates of five to seven dollars, his out-of-pocket expenses before satisfying the deductible, would have been only $20 to $35 in this example.

For those who do use more than $50 worth of doctor services in one year, the fee increase may or may not be damaging, depending on whether the doctor agrees to take an assignment of the bill, and collect from the Administration, or insists that the patient pay and collect himself from Social Security.

If the doctor insists that the patient gets his own reimbursement, the problem for the patient is that the Administration is required to pay only a "reasonable" fee. If the doctor charges more, the patient pays the difference. For example, a doctor may charge $350 for an operation, but the Administration may consider that a reasonable fee should be only $250.

In that event, Medicare then takes the disappointing path of private indemnity insurance, paying only part of the bill, with doctors usually charging more than the fee allowed by the insurance policy.

Most Doctors To Blame

Even some union-management-operated group care plans, such as those in the mining and railroad industries, are finding that some of their doctors who work on the retainer or contract basis, now are seeking to raise fees or to handle patients over 65 on a private-fee basis.

Early indications are that about half of all doctors around the country so far are accepting assignments, and the rest are billing patients directly, although the proportion varies by locality. Some officials of the American Medical Association has recommended that doctors follow the direct billing method except in "exceptional circumstances." The claim made by doctors for making the patient pay, and get the reimbursement directly, is that the doctor saves the paperwork.

But the fact is, direct billing also helps the doctor avoid the restriction of "reasonableness" on how much he can charge.

The further danger is that the higher fees may make Medicare itself more expensive to operate than had been estimated.

But another prospect is that medical costs will go up for younger families too, warns Dr. Palmer Dearing, Executive Director of Group Health Association of America. Fee increases for older people will tend to inflate prices for all groups, since doctors won't be able to justify charging just the older people more for similar services, Dr. Dearing points out. Total medical-care costs already have gone up over four percent in the past 12 months, compared to 2.8 for the full living-cost index.

Excuses Exaggerated

While in some cases it is true that medical care of an older person may take more time than for a younger one—a complete diagnostic exam may take 50 minutes compared to 30—the doctors' "Robin Hood" claim that they had been charging older people significantly less is exaggerated. In one locality where fees have jumped to $10, the doctors have been charging moderate-income older patients $7 for office visits as against $8 for younger people.

The doctor's fee grab affects only Plan B of Medicare, not Plan A which pays for hospital care, and is provided whether or not you sign up for Plan B.

Except for the fee grab, reports show that Medicare is operating effectively. There has been no trend, as some medical authorities earlier predicted, that older people would rush to take advantage of the hospital insurance for minor illnesses. The fear, of course, was unnecessary. Not many people like to be cut up even if they can have it done free.

The Laredo, Texas, *Times,* reported that Dr. Margaret Cigarra, attached to a local hospital, stated that the first three patients she saw under Medicare had serious illnesses and had never seen a doctor.

In fact, Dr. Cigarra said that she and other Laredo physicians had been against Medicare, but now were for it. Similarly, the *Dallas News* reported that St. Paul's Hospital found most of the older people who sought hospitalization under Medicare were "critically ill and needed care long before now."

There still are some misunderstandings among older people about

what Medicare covers. Some think that the Government will pay the whole hospital bill and are shocked when they get an additional bill for $40 for the Plan A deductible, and sometimes also for some non-covered incidental expenses.

The confusion over Plan B—the doctor-bill insurance—is exactly the opposite. Some of the oldsters think they have to pay each doctor the $50 deductible, or that they have to pay it for each illness. They don't. Once a person covered by Plan B has paid the first $50 of his doctor expenses for the year, Plan B will pay 80 percent of all doctor fees and other charges it covers.

Tips To Follow

One tip for older people whose doctors may be inclined to bill directly, is to point out that he will get paid sooner if he accepts an assignment, especially in the case of a large bill. Also, in the case of low-income patients, an assignment assures him he will get paid.

Older people who want to supplement Medicare also better watch out for companies selling insurance that sounds like Medicare. The latest outbreak reported to this writer occurred in Oregon, where the *Oregon Journal* and *The Oregonian* published full page ads from an outfit called "Medicard," supposedly sponsored by the "National Medicard Association, Inc., Washington, D.C.," but really stemming from an Omaha, Nebraska, insurance company.

The Oregon Insurance Commissioner warned that not only is the firm unlicensed there, but the coverage was "extremely limited in value when compared to the premium charged."

Live a Little Longer

Beware Pep Pills

By Dr. William A. Sawyer
IAMAW Medical Consultant

(This column is copyrighted by THE MACHINIST and is reprinted through the courtesy of the International Association of Machinists and Aerospace Workers. Dr. Sawyer cannot answer individual correspondence.)

AT AN INDUSTRIAL HEALTH conference recently, a police official of a southern California community reported that production workers increasingly are using pep pills (amphetamines) and sleep pills (barbiturates) to get going in the morning and get to sleep at night.

The man and woman on the production line is often subjected to rotating shifts which causes them many problems associated with changes in sleeping and eating habits. It leads to a feeling of general and continuous fatigue. Unfortunately mankind is all too ready to take a pill to solve such a problem. "Such pills are bought from employe peddlers who go around the plant looking for likely customers." They look for workers who look tired, or are complaining, or feeling run down.

Users Accident Prone

Since 15 or more years ago reports have been circulated that long distance truck drivers have used pep pills (amphetamines) to keep awake on long night trips. A committee in Congress, investigating this problem has heard testimony about many serious highway accidents as a result. Expert witnesses have also testified about the possible damage to the brain caused by these pills (amphetamines).

There has also been testimony about college students who have used them during examinations, to sharpen their minds and keep awake for night study. There are stories about their use by combat troops and pilots in the second world war using them. It is said that athletes have taken them before important competitions. And there have been reports of teen-agers and young adults trying them out for "kicks."

A Time and Place

Doctors have prescribed such stimulant pills for the past 35 years. When prescribed by a conscientious doctor, there is a time and place for them.

For example with medical supervision, amphetamines were prescribed for an orbiting astronaut prior to reentry. These drugs also allay the sensations of hunger and have been prescribed for weight reduction of obese persons. Doctors are cautious about giving them however because of their potential effect on the brain. The Drug Abuse Control Act went into effect in February, 1966. It requires an accurate inventory of all amphetamines and barbiturates manufactured and sold. Heavy penalties are imposed on any unlicensed handling of the drugs. They are no longer available without a doctor's prescription. Nevertheless they can be obtained from "pushers."

Uncontrolled Use

These drugs today are a major medical and social problem. They have been the cause of some of the most violent crimes on record according to testimony before a Congressional committee. The underlying reason for their abuse varies from person to person. Usually they are seeking any one of the following effects: relief from fatigue, increased mental alertness, a heightened sense of well-being, relief from a depression.

Their effect on the brain is not only a feeling of well-being but too often one of wild uncontrollable behavior. Also hazardous is the too frequent use of pep pills to counteract the "hangover" of too much alcohol or barbiturates.

Pep pills, goof balls, alcohol, automobiles and trucks are a dangerous combination. Avoid the pill pusher as you would the plague.

Westinghouse Air Brake Company (WABCO) Union Switch & Signal Division, recently announced the appointment of John W. Hansen as Manager, Marketing Communications, effective November 1.

1967 Convention Resolutions

By C. J. Chamberlain, Secretary-Treasurer

ON MONDAY, AUGUST 14, 1967, the Third Triennial and Thirty-seventh Regular Convention of the Brotherhood of Railroad Signalmen will convene in Chicago, Illinois, at the Pick-Congress Hotel, 520 S. Michigan Avenue. The Convention will continue in session from day to day until the business of the Convention is completed.

As you know, many resolutions are submitted to the Convention for consideration, however, certain Constitutional requirements must be fulfilled to insure that resolutions proposing changes in the Constitution or Ritual can properly be placed before the Convention assembly for action.

All resolutions proposing amendments, alterations or changes of any kind in the Constitution or Ritual to be considered in Convention must be submitted in accordance with the provisions of Article I, Sections 146 and 147 of the Constitution. Each resolution must be submitted in writing, stating the Article and Section of the Constitution to be amended and how such Article and Section will read when amended.

All proposed amendments to the Constitution or Ritual must be received by Grand Lodge Secretary-Treasurer C. J. Chamberlain at least ninety (90) days prior to the assembling of the Convention. For your information Article I, Sections 146 and 147 read as follows:

"Sec. 146. This Constitution may be altered, amended or repealed, (1) at any Convention of the Brotherhood, (2) by the Grand Lodge upon submission of proposed changes to the Subordinate Lodges for approval, (3) by the Subordinate Lodge upon submission of proposed changes to a general referendum vote of the membership for approval. All amendments, alterations, or changes of any kind in this Constitution must be submitted in writing, stating the amendment, Article and Section to be amended, and how such Article and Section will read when amended.

"Sec. 147. All proposed amendments to the Constitution and Ritual to be considered in Convention must be submitted in writing as provided for in the last sentence of Section 146 of Article I of the Constitution and must be placed in the hands of the Secretary-Treasurer of Grand Lodge at least ninety days previous to the assemblying of such Convention."

The deadline for receipt of any proposed Constitution or Ritual changes to be considered by our 1967 Convention is May 15, 1967.

This information is given to you so that any of our Locals desiring to submit resolutions will have sufficient time to consider any changes which they wish to propose at their Local meetings and prepare them in proper form for submission to Grand Lodge prior to the deadline date of May 15, 1967.

Resolutions dealing with changes in the Constitution or Ritual received after May 15, 1967 cannot be accepted for consideration by our 1967 Convention.

CLC Denounces Compulsory Arbitration

ACCEPTANCE OF THE PRINciple of compulsory arbitration threatens the whole process of collective bargaining, the Canadian Labour Congress said recently. President Claude Jodoin made public a statement adopted by the organization's Executive Council criticizing the government for taking action which deprives workers of the right to strike, but fails to provide any remedies by which strike action could be avoided in instances where unions have no alternative.

The CLC's statement said:

"The Canadian Labour Congress is unalterably opposed to compulsory arbitration. It is a coercive measure which robs trade unions and their members of the freedom of action which they have a right to expect in their relations with employers. It is a denial of the right to strike. It is destructive of the collective bargaining process. It is a threat to the continued existence of a free trade union movement. It leads inevitably to unlawful work stoppages since legal strikes are prohibited.

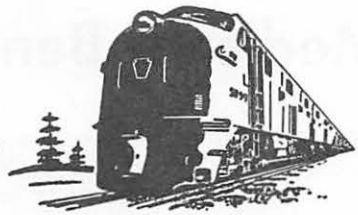
"The recent action by the federal government in compelling railway workers to return to work and requiring them to submit to compulsory arbitration (should mediation fail) serves to underline the C.L.C.'s position. The railway workers had complied with all the requirements of the Industrial Relations and Disputes Investigation Act. They had engaged in a legal strike. Yet they were forced back to work under conditions which they had previously rejected as had been their right. Compulsory arbitration thus became a convenient means of obscuring the failure of the government to cope effectively with the very issues which had led to the breakdown in relations between railway management and railway labour.

"But the action of the federal government was but one of a series of similar acts taken by provincial governments. Canadian labour is thus confronted by the apparent determination of federal and provincial governments to destroy the right to strike on the pretext that this is the only way to avoid a danger to the community. But the same government which deprives workers of their right to withhold their labour is not prepared to provide the remedies by which the threat of strike action might have been avoided, in situations where labour is left with no other alternative.

"The Congress is determined to oppose compulsory arbitration whether in the federal or the provincial field of industrial relations. It sees in compulsory arbitration a direct threat to the freedom of the working people of Canada. Without the right to strike, workers are faced by the alternative of involuntary servitude, the threat of sanctions, and the settlement of their disputes with their employers by government decree. This is so inconsistent with freedom in a democratic society as to present a danger not only to the trade unions but to the country itself. When workers are deprived of their freedom, freedom for others is menaced as well.

"We believe that the alternative to the right to strike is not the suppression of strikes. It is the development by governments, trade unions and employers of procedures which will minimize the incidence of strikes while at the same time preserving the right to strike as an instrument of last resort."

Railroad NEWS IN BRIEF



THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS recently reported in its official publication that it and the nation's railroads signed a supplemental pension plan agreement. The Organization then said, "Following the BLE lead, the other rail labor organizations began signing a similar pact on August 24." The BLE article clearly infers that the BLE paved the way for the agreement which its chief described as a "real breakthrough in the supplemental pension field." We agree that this was a real breakthrough in the supplemental pension field but it came about because of action taken by the Standard Railroad Labor Organizations affiliated with the Railway Labor Executives' Association. The BLE is not a member of the RLEA. We want the record to be straight as some of our members have been led to believe that we followed the lead of the BLE in this field. We believe credit should be given when due, but not taken unduly and the facts are that the BLE gained the same benefits as all other persons covered by the Railroad Retirement Act due to the efforts of the other rail labor unions. The Railway Clerks President, C. L. Dennis, was the RLEA's spokesman during the negotiations leading up to the agreement which resulted in the Supplemental Pension Plan for long-service rail employes. We are glad the BLE benefited but want the record to be clear insofar as who is responsible for the recent legislation.

VIOLATIONS OF THE SIGNAL INSPECTION, Safety Appliance, Hours of Service, and Explosives and Other Dangerous Articles acts cost the railroads $54,825 during September. The fines covered 222 violations involving 36 railroads. Biggest fines were levied against the Norfolk & Western, $6,500; Pennsylvania, $6,100; New York Central, $5,800; and the Milwaukee Road, $5,100.

THE ATLANTIC COAST LINE RAILROAD has reported an increase of 18.3 percent in net income for the third quarter of 1966, compared with the same period of last year. Total operating revenue for the third quarter of 1966 was 10.3 percent higher than for the same 1965 quarter.

THE INTERSTATE COMMERCE COMMISSION will reconsider its decision that the Boston and Maine could discontinue four of its passenger trains between Springfield, Mass. and White River Junction, Vt. The reconsideration proceeding will be based on the existing record of the case, according to the ICC.

THE GREAT NORTHERN has received ICC approval to install a traffic control system between Euphrata and Columbia River, Washington, a distance of about 36 miles.

THE ILLINOIS CENTRAL has reported its "piggyback" operations recorded substantial gains during the first 8 months of 1966. The IC said it handled 33,841 trailerloads during this period and the revenue derived from this operation for the eight-month period increased to $6,255,000, an increase of nearly 30 percent in trailers handled and 26.5 percent in revenue over the corresponding 1965 period.

U. S. RAILROADS and Private Car Lines took delivery of 8,585 new and rebuilt freight cars in September, bringing total additions of these cars for the year to 77,854. The backlog of new cars on order and undelivered on October 1 stood at 13,101 in railroad shops and 46,358 in the shops of contract car builders.

THE CHICAGO, BURLINGTON & QUINCY RAILROAD will build a new electronically controlled classification yard at Kansas City costing more than $9 million. Work on the new yard, which will have 42 classification tracks with a capacity of 1,790 cars, will commence in 1967.

THE WESTERN PACIFIC will terminate its contracts with Pacific Fruit Express by September 30, 1967, and will contract with Fruit Growers Express for refrigerated freight car equipment and related perishable protective services.

Frankin H. Harris Elected President of Kerite

FRANKLIN H. HARRIS ASsumed the presidency of The Kerite

Harris

Company on December 1, succeeding Arthur H. Smith who retired November 30.

Mr. Harris has been with Kerite since 1946 when he joined the company as an assistant to the vice president. He became plant manager in 1947, and subsequently served as vice president, a director, treasurer and executive vice president.

Kerite's new president attended public schools in Montclair, N. J. and was graduated from Phillips Exeter Academy in 1931 and from Sheffield Scientific School, Yale University, in 1935. He also attended the Advanced Management Program at the Harvard School of Business Administration in 1950.

His first job was a five-year sales association with Lever Brothers. In 1940 he joined the Travelers Insurance Company as a field assistant in the Casualty Department.

During World Warr II Mr. Harris served with the U. S. Navy and attained the rank of Lieutenant, Senior Grade.

Kerite is a major supplier of insulated wires and cables to railroads, electric utilities and industries. The 112-year-old firm's plant is in Seymour, Conn.

Summary of Medicare Benefits by RRB

THE RAILROAD RETIREMENT BOARD RECENTLY released a concise summary of Medicare benefits which will answer many questions and serve as a guide to many B. of R.S. members who are eligible to claim benefits under the program.

The summary, which may be clipped and saved for future reference, is given below:

Hospitalization Benefits
(Basic Plan)

ELIGIBLE: Almost all persons age 65 and older, whether working or retired.

MEDICARE BASIC PLAN: Tax .35 percent paid by worker, same paid by employer. 1966—$1.92 per month or $23.10 per year.

OUTPATIENT DIAGNOSTIC SERVICE (Effective July 1, 1966): For each diagnostic study (diagnostic service provided in a 20 day period), patients pay a $20 deductible and 20 percent of the remaining charges. The $20 deductible is considered an "incurred expense" under the supplementary plan. Service includes X-rays, blood tests, etc. Does not cover doctor's services unless furnished by intern or resident-in-training.

HOME HEALTH SERVICE (Effective July 1, 1966): Up to 100 visits in one year period following discharge from hospital or nursing home. Requires at least three days of prior hospitalization or nursing home care. Care plan must be established within 14 days after discharge from hospital or nursing home. Covers intermittent nursing care, occupational and speech therapy, home health aid, etc. Does not cover doctor's services unless furnished by intern or resident-in-training.

EXTENDED CARE SERVICE (Nursing Home) (Effective January 1, 1967): Up to 100 days of service in a spell of illness.* Semi-private accommodations. Cost: $5 for each day over 20. Covers nursing care, therapy, drugs, etc. Requires at least three days of prior hospitalization and admittance within 14 days after discharge. Does not cover doctor's services unless furnished by intern or resident-in-training.**

INPATIENT HOSPITAL SERVICE (Effective July 1, 1966): Up to 90 days in semi-private accommodations (two-bed room). Covers all services and items customarily furnished hospital inpatients. Cost—$40 deductible in each spell of illness.—$10 for each day over 60.—Charges for first three pints of blood. Does not cover doctor's services unless furnished by intern or resident-in-training.

Medical Benefits
(Supplementary Plan)

VOLUNTARY PLAN: Individual must elect to come under plan and pay three dollars per month. Almost everyone 65 and over, whether working or retired, is eligible if election is made at proper times.

ENROLLMENT TIMES: If 65 before 1966: From September 1, 1965 to March 31, 1966. If 65 after 1965: Three months prior to 65th birthday, month of birthday and three months following.

OPEN REGISTRATION PERIODS: October, November, and December 1967 and every odd-year thereafter. If those 65 or older before 1966, failed to register by March 31, 1966, their next opportunity to register would be October, November, December 1967, benefits effective 7-1-68 at increased cost of 10 percent.

Everyone must enroll within three years after the first period he could enroll.

If anyone enrolls and drops out of plan, he must reenroll in a general registration period which begins within three years after original enrollment ended. Only one reenrollment permitted.

COST: Three dollars per month, payment of $50 deductible for year, and 20 percent of bills.

Coverage

1. Physicians' and surgeons' services, whether in hospital, clinic, office, home or elsewhere. Includes services of physicians in the fields of pathology, radiology, psychiatry and anesthesiology.
2. Services and supplies relating to a physician's professional services and hospital services relating to a physician's services rendered to outpatients. Includes drugs and biologicals which cannot be self-administered.
3. Home health service. (100 visits). No requirement of prior hospitalization. This is in addition to 100 home health visits under the basic plan.
4. Diagnostic X-ray and laboratory tests, and other diagnostic tests.
5. X-ray, radium, and radioactive isotope therapy.
6. Ambulance services if the patient's condition does not permit the use of other methods of transportation.
7. Surgical dressing, splints, casts, and other devices, rental of iron lungs, oxygen tents, hospital beds and wheel chairs used in patient's home, prosthetic devices (no dental), braces, artificial legs, arms, eyes, etc.

Example of Possible Basic Benefits

100 home health visits at $15 per visit (individual pays nothing)		$1,500.00
90 days hospital care	$3,600.00	
Less $40 and 30 × $10	340.00	
Savings to individual		3,260.00
100 days nursing home care	$3,000.00	
20 days free, 80 × 5 per day	400.00	
Savings		2,600.00
Total charges	$8,100.00	
Individual has paid	740.00	
Savings or benefit		$7,360.00

Example of Possible Supplementary Benefits

Doctor's bills of $1,000. Patient pays $50 deductible plus 20 percent or $240. Use 100 home visits at $15 each, pays $300.

Total benefit or savings: $1,960 from Supplementary Plan.

Total benefit or savings: $7,360 from Basic Plan.

Total benefits under both plans: $9,320. Patient has paid $1,280.

**Definition: "Spell of Illness": Starts when individual enters hospital and ends when he has not been an inpatient of hospital or nursing home for 60 days.*

***Plan Exclusions: Physical check-ups, eye glasses, hearing aids, private duty nurses, first three pints of blood, telephones, televisions.*

LOCAL LODGE NEWS

By, for and about B. of R. S. members

M.P.—H.B.&T.

Pasadena, Tex. (206) Our regular quarterly meeting was held at the Ben Milam Hotel, Houston, Texas, at 9 a.m., October 9, with 27 officers and members present.

Business transacted included reading and approval of the minutes of the meeting of July 10, authorization of payment of bills due, acceptance to membership of Brothers E. J. Herring and J. F. Richardson, and the counting of mail ballots for the election of officers for the next three years as follows:

Chief Signalman — F. Patterson; Secretary-Treasurer — I. H. Shaver; Trustees—F. Patterson, L. B. Shaver, and G. S. Drake; Chaplain — J. K. Payne; Lever — W. H. Guinn; Inside Semaphore — I. J. Benefield; Outside Semaphore — A. G. Rushing; Local Chairmen—H. C. Barnett, W. R. Mullenax, W. E. Howard, and J. M. Hatfield; General Chairman—A. T. Payne.

We were pleased to have present Vice President C. S. Chandler who gave us an interesting talk on general organization subjects and discussed in detail some of the provisions of our agreement.

We wish a speedy recovery to our sick Brothers J. C. Corona, J. P. Estes, and W. L. McDuff.

All members are urged to attend our January meeting. A. T. Payne

Atlantic Coast Line

SAVANNAH, GA. (84). The meeting of Local 84 held in Savannah, Ga. on September 10 was called to order by General Chairman C. B. Zettler, in the absence of our Chief Signalman C. H. Wellons. Minutes of the previous meeting were read and after correction were approved.

Since we had two or three bids come in late on the last bulletin advertisement, Brother Zettler suggested that in the future we should not rely on company mail to get our bids in to the Chief Engineer's office on time. To correct this, he suggested that we use U. S. mail or wire our bid in and follow this with a bid in writing.

Brother R. D. Cannon retired on July 30, 1966. He began work in the A.C.L. Signal Department on October 4, 1917 and was our first general chairman when the Brotherhood of Railroad Signalmen, Local 84, came back on the A.C.L. Railroad in 1946 and served several terms in that capacity. He is a great fisherman and we all hope Brother Cannon will have many happy years of fishing and relaxing on that beautiful St. Johns River.

On our list of sick and injured are: Brothers J. R. Cleland, R. B. Daniell, Leo Elington, T. E. Maness, Sr., P. T. Wainright and R. D. Morgan. To each of these, our Brothers, we extend our "very best wishes" and hope they will soon return to their jobs.

Our Local Lodge and Grievance Committee election returns were as follows: Chief Signalman, C. H. Wellons, Jr.; 1st Vice Chief, M. C. Deas; 2nd Vice Chief, C. E. Anderson; Secretary Treasurer, A. T. Croom; Trustees, T. E. Maness, Jr., James Harrelson, Jr., R. C. Crews; Local Chairmen, C. M. James, D. T. Ennis, J. H. Johnson, S. A. Gowen, G. G. Gross, S. S. Stone, Jr., W. E. Henriott, T. E. Long, and R. S. Rawls. A. T. Croom

Chesapeake & Ohio

COVINGTON, KY. (135). The regular quarterly meeting of Local 135 was held in Covington at "OB" Tower on Saturday, October 22, with Brother L. E. Paxton presiding, in the absence of Chief Signalman M. F. Wills, and he asked Brother H. H. Parker to lead us in prayer.

We had only a few of our Brothers present to help with the business at hand, but it was a good meeting as all present took part in the discussions. After the minutes from previous meetings were read and approved, Local Chairman Parker read a list and gave a status report on all outstanding claims and grievances. A discussion followed on our group maintenance headquarters regarding lockers, crowded conditions, toilet and bathing facilities.

On the sick list we still have Brothers S. K. Wellsand and Homer Owens. No one knew of their present condition but we hope they are progressing well. Brother Boney Roberts has been recuperating at home after a serious operation and reported he would return to work around November 1. Brother Gerald Moore couldn't be with us account of a broken toe he received while working on the Stevens hump. We hope all of these Brothers can return to full force in the near future.

The books were audited and a report made accounting for all funds.

I would like to take this opportunity to thank the members of Local 135 for getting their dues in on time. With another year about to begin, I would like to remind you that you can save yourself and your Local some money (postage) by (a) buying an Annual Card; or (b) if you work in group maintenance, join with your other Brothers and forward your dues together.

At the recent meeting of the General Committee in Huntington, W. Va., Brother M. P. Hughes was re-elected General Chairman; your correspondent, Assistant General Chairman; and Brother J. H. Butler, General Committee Secretary.

Why not start the New Year by attending our January 28 meeting in Covington at "OB" Tower? Let your Brotherhood leaders know what "you" think about our problems.

H. H. Parker

Baltimore & Ohio

DAYTON, OHIO (94). The quarterly meeting of Local 94 was held on October 15 in Chillicothe, Ohio at the Holiday Inn. There were 30 members in attendance along with a visitor, Brother John B. Wright, retired financial secretary.

Nine new members were accepted for membership.

General Chairman H. C. Guscott reported all our claims under the February 7 Agreement have been paid. This was due, as we know, to his unrelenting effort for the good and benefit of his men.

Brother Orland Jean who has been ill returned to work on October 12.

Among the topics of discussion were training programs, dispute committees, and eligibility for supplemental pensions.

The following officers were elected: Chief Signalman, G. J. Erford; 1st Vice Chief, C. B. Flesher; 2nd Vice Chief, M. J. Barber; Financial Secretary, C. B. Bruno; Recording Secretary, G. F. Hammond; Chaplain, J. A. Cobel; Lever, Max Miller; Inside Semaphore, H. W. Rupp; Outside Semaphore, A. P. Weber; Trustees, C. B. Flesher, D. J. Hammond and Richard Lamb.

Results of the election of Local Chairmen, Local 94, are as follows: Toledo Div., Max Miller; Akron Div., C. E. Root; Chicago Div., G. J. Erford; Ohio Div., C. B. Bruno; Newark Div., J. A. Cobel; St. Louis East Div., Richard Lamb; St. Louis West Div., W. A. Lindsey; Dayton Union Railway, G. F. Hammond.

Our next meeting will be on January 21, 1967 in Cincinnati at the Sheraton-Gibson Hotel. All members are urgently requested to attend as election for delegates to the 1967 Convention will be held. G. F. HAMMOND

P.R.R.—P.R.S.L. General Committee Meets

Twenty-three B. of R.S. Locals out of 24 were represented at the P.R.R.-P.R.S.L. System Committee meeting held in Baltimore, Md., November 3-4-5. The Committee represents about 1,400 Signalmen on the properties.

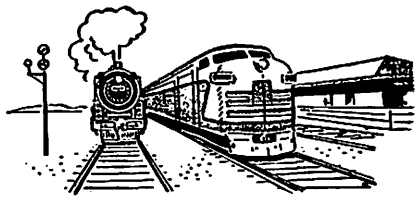
During the three-day meeting the Committee members discussed progress and made plans for the future. Highlighting the actions taken was the election of officers to serve for the next three years.

R. B. "Bob" Park was re-elected General Chairman, without opposition. T. J. Noe was re-elected General Secretary-Treasurer by unanimous vote. Vice Chairmen elected were W. R. Edwards, Sr. for the East, R. A. Myers for the Central, and O. L. Harbour for the West. These five officers make up the System Executive Committee.

O. E. Spring, D. Murphy, and B. J. Hoffmann were elected to the Board of Trustees.

Progress over the past three years was spelled out in reports to the Committee by General Chairman Park and other officers of the Executive Committee. Numerous claims and grievances, involving a variety of questions, were handled and resolved during the period. The reports indicate that claims which have been favorably settled measure up to some of the largest ever collected.

In one such claim, virtually every hourly-rated employe will receive a day's pay. This was brought about by a series of claims which was initiated and handled under the Agreement, effective August 19, 1960, which corrected the situation where railroads could, by force reduction immediately before a holiday, avoid paying holiday pay. In this case,



the claim was for Labor Day in 1960 during the strike of the Transport Workers' Union on the property. Coincidentally the holiday happened to fall on General Chairman Park's birthday in 1960—a nice birthday present, Bob!

During the three-day conclave, among other items of business, the Committee made some revisions to its by-laws. In order to correct an inequity, and as a display of appreciation for the outstanding job Brother Park is doing for the Committee, it amended the by-laws to provide for an increase in the General Chairman's yearly salary.

The Committee welcomed the announcement from their officers that an increase in per capita tax to the General Committee seemed unnecessary and was not being requested. Brothers Park and Noe take considerable pride that in spite of increased fixed expense, this Committee is able to operate on the same amount of per capita tax as that which was approved at the System Committee meeting in 1957 in Pittsburgh. An additional 50¢ per quarter was furnished at that time. Just as that increase was the first in about 10 years, it appears there will be no need for another for at least that long and probably longer, the Committee was advised.

The Committee was apprised of the difficulties encountered in negotiations to clarify and modernize the Scope Rule and obtain for so-called "Testmen," an increase in hourly rates. The negotiators were instructed by the Committee, however, to pursue the matters and in whatever way necessary overcome the obstacles created by the Company.

General Chairman Park reported to the Committee members on the action brought against the Brotherhood by the I.B.ofE.W., defended by him and President Jesse Clark. An impartial referee found there was no violation of Article XXI, Section 3, of the AFL-CIO Constitution with respect to work performed by Signalmen on the Penn Station adjoining the New Madison Square Garden. The referee found that despite contracts with the Building Trades, Signalmen on the property could continue to perform their work of construction, installation, and maintenance of communications and signal systems.

Park advised that thus far only one implementing agreement under the February 7, 1965 Agreement had been made. It involved the consolidation of Signal Shops at Logansport, Ind. and Verona, Pa., and their relocation at Columbus, Ohio. A copy of the implementing agreement had previously been furnished to the membership. He stated that although a considerable amount of effort, time and expense was devoted to the implementing agreement, it was worth all that was required. The employes in the former and consolidated shops were fully protected, and provisions of the new Stabilization Agreement were thoroughly explored during negotiations.

President Clark attended the sessions on Friday and Saturday. In addition to answering numerous questions on various subjects including the Railway Labor Act, Railroad Retirement benefits, Travelers Insurance, and the Florida East Coast strike situation, he was able to give the Committee up-to-the-minute information regarding current wage negotiations, an Apprentice Training Program in which the Department of Labor is vitally interested, and the recently enacted revisions to the Railroad Retirement Act which will provide a Supplemental Pension to persons who were awarded annuities on or after July 1, 1966 and 7 percent increase to certain retirees on pension before that time.

Following the informative talk by President Clark, the Committee voted uanimously, and wished it announced publicly, that they would consider any offer by the Railroads to increase wages five percent for one year to be inadequate and unacceptable. They moved President Clark should reject such offer if it is made when negotiations resume.

Brother R. C. Howard, Secretary-Treasurer of *LABOR* Newspaper, was able to take time from his busy schedule to address the Committee and ask them to consider a subscription for the entire membership on the Pennsylvania and Pennsylvania Reading Seashore Lines in order to assure that information of interest and importance would always be furnished.

Brother "Dick" was received warmly and made welcome by old friends on the Committee who knew him first as a Maintainer at "GO" on the Pennsy in Pittsburgh and later as the Editor-Manager of *The Signalman's Journal.* He carries his card in the Brotherhood with pride, and the roster shows him to be No. 1.

Others attending the meeting included Grand Lodge Representative W. D. "Dink" Best, a former member of the Committee; E. E. Richardson, financial secretary of Local 50; and H. E. "Pickles" Johnson, retired signal maintainer, former local chairman of Local 149, and member of the Committee in 1963.

A dinner held in the Emerson Hotel on November 4 for Committee members and their guests was very well attended. Immediately following the dinner President Clark installed the officers of the Executive Committee and Board of Trustees, after which there was a social hour and the chance for everyone to talk a little shop.

One of the last orders of business by the Committee was to choose Terre Haute, Ind. as the location for the System Committee meeting in 1969.

P.R.R.—P.R.S.L.

HADDONFIELD, N.J. (58). The regular monthly meeting of Local 58 was held Wednesday, October 12 at Hammonton, New Jersey.

The election of officers took place at this meeting with the following results: Local Chairman, James Nack; Grievance Committee, James T. McAviney and Howard Kendall; Financial Secretary, W. H. Gilbert; Recording Secretary, R. W. Schwartz; Chief Signalman, S. Reed; Trustees, Frank Robbin, Chairman, J. P. Shelton and R. B. Inman; 1st Vice Chief, W. Coho; 2nd Vice Chief, Don Thwaites; Lever, W. G. Gifford; Inside Semaphore, J. P. Shelton; Outside Semaphore, R. B. Inman; Chaplain, Howard Kendall.

Motion was made to send a delegate to the convention in 1967.

If there is anyone who did not receive his money from our claim on October 18 pay, please contact the Local.

Only 11 men were interested in who was going to be elected, for that is the number of men who showed up at the meeting. We wish other members would have the interest in the Local as retired Brother J. R. Newman who seldom misses a meeting. Hope to see more of you at the next meeting.

R. W. Schwartz

Great Northern

WHITEFISH, MONT. (154). Results of the election of officers for Local 154 were as follows: Local Chairmen: Klamath & Cascade Divisions, Hugh Thomas; Butte & Kalispell Divisions, Adrian Buckland; Minot & Dakota Divisions, Lloyd Carlson; Mesabi & Willmar Divisions, Bob Peterson; Financial & Recording Secretary, Darrel Dowdell.

Brothers Thomas and Carlson were newly elected, the others were re-elected. Those who were re-elected wish to thank the members for the vote of confidence, and all of the elected officers assure the members that they will work very hard for the good of the Local. The newly elected officers also wish to thank the members for their election.

On December 2, 1966, the full committee will meet at Minot, N. Dak. and at that time the General Chairman and the Vice General Chairman will be elected for a three-year term.

Alan Wilson's crew, Butte Division, is busy installing a hot-box detector at Poplar, Mont. Men on this crew are Melvin Schwede, Fred Messerly and Dick Garlinghouse.

The best wishes of all the members go to these fellows in their retirement: Miles Tate, former maintainer at Hillsboro, N. Dak., Walt Coburn, former traveling maintainer at Crookston, Minn., and Bill Zimmer, former maintainer at Olney, Mont. These three men had a total of 135½ years of service in the signal department.

Replacement of retiring men continues to be a problem as we are running short of qualified men. It is hoped that a training program will soon be instituted.

Eugene Linhoff, who has been on sick leave most of the summer, is back on his job as signal testman, Willmar Division. He was appointed to this position to replace Duanne Trudeau, who was appointed signal supervisor, Grand Forks, N. Dak., replacing Jack Richardson, who retired recently.

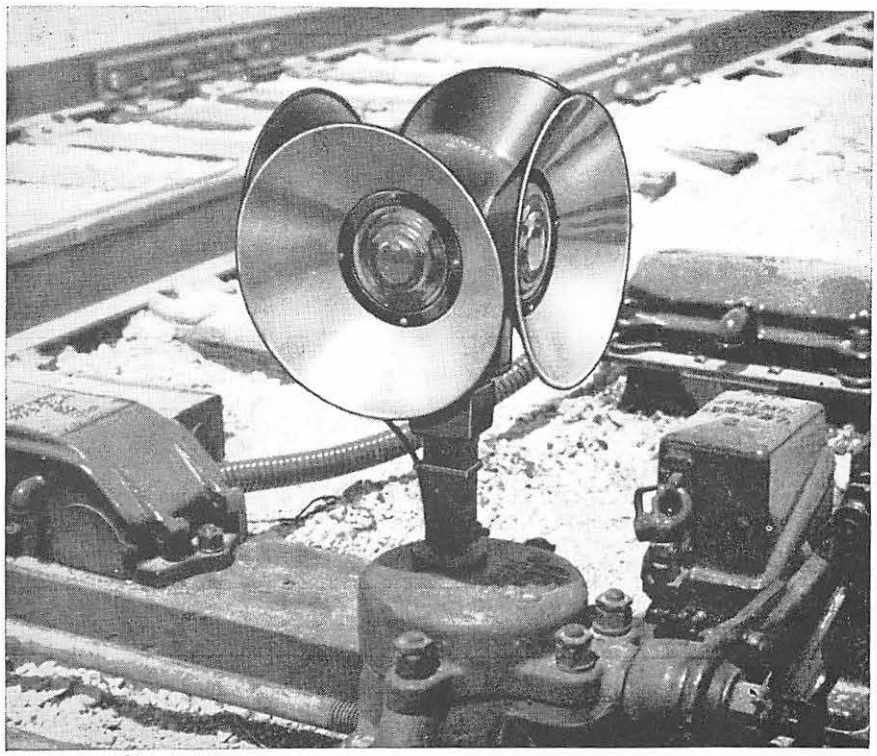
Willmar Division crew has just received a new truck with telescopic hydraulic boom and almost all of the other latest equipment.

The Willmar Division maintainers will again resume their monthly maintainers meetings until April of 1967. Ten maintainers on the Willmar Division have enrolled in a class on basic electronics for 10 weeks at the Willmar Junior College. Tuition fees are being paid by the company. This program should be extended to others parts of the property, wherever feasible.

Brother Linden Lund has been transferred to the Relay Shop and we understand that he is doing a fine job there.

Meetings along the line will probably be held by Local Chairmen after the Committee meeting in Minot.

Adrian Buckland



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B.&O.—S.I.R.T.—W.M.

CONNELLSVILLE, PA. (31). The regular meeting of Local 31 was held recently in the Gore Hotel, Clarksburg, W. Va.

Many items of interest were discussed. General Chairman H. C. Guscott reported on the Supplemental Pension program. We hope you will clip this article and keep it for future reference.

Election of officers was held at this meeting. Those elected were: Chief Signalman, B. L. Cowgill; 1st Vice Chief, L. Hanlon, Jr.; Financial Secretary, George DeLozier; Recording Secretary, Dale Leonard; Chaplain, H. J. Taylor; Inside Semaphore, J. D. Weaver; Outside Semaphore, P. Bradfield; Lever, C. M. Cathill; Trustees, C. Durner, W. P. Chapman and H. Mickey.

These are the meeting dates for the coming year, 1967: February 26, Baltimore, Md.; April 8, Cumberland, Md.; July 22, Washington, Pa.; October 14, Clarksburg, W. Va.

Bother Leo Jones, Buffalo Division, is incapacitated and is off duty. Brother L. C. Hanlon, Monongah Division, is off duty due to an illness and he would appreciate hearing from his friends. Brother H. A. Smith, Pittsburgh East End, returned to duty after a long illness. DALE LEONARD

Pennsylvania

N. ARLINGTON, N. J. (102). Recently Brothers and friends of C. Noll, signal foreman, Newark, N. J., attended a dinner held in the Town & Campus Restaurant, Union, N. J., to honor his retirement after 47 years of service with the Pennsylvania Railroad.

Sponsors of the dinner were Mike DeMarco, Operator Lane Tower, and Bernard Murphy, Signal Maintainer Hunter and Lane Towers.

Signal Supervisor C. Hermann, right, presented gift to Brother C. Noll in behalf of Local 102 at retirement party held for Brother Noll.

"Charlie," as he was better known, had been a member in old Local 25 for years.

Among those who attended the dinner was Supervisor C. W. Herrman and he presented a gift to Charlie. Also present were Asst. Supervisors Koltan and Bodley, Signal Foremen Cook, Anthony and Addayson, co-workers from the Track Dept. and one of our long time retired members, Morris Cohen.

After the dinner we had an old time song fest to the accompaniment of Al Hatos at the Steinway.

One of the old timers from New York, C. A. Malley, retired on September 6. "Charlie" had been in our Signal Dept. since 1925 but had previously been employed in the Pennsylvania Railroad Signal Department. Charlie had been a hard worker in Local 25 years ago.

He was honored with a cake by the boys in Foreman Hallenback's office. Those sponsoring the affair were Foreman Hallenback and Office Timekeeper E. Poor. Attending were Ernie Anderson, Foreman Joe Santowasso from the supervisor's office and J. Delaney, who are old time friends. All of Charlie's friends wish him the best of everything.

J. DELANEY

Norfolk & Western

DECATUR, ILL. (55). Around the country with the gangs in Local 55: W. E. Ritchie is at Wabash, Ind., T. L. Polley is at Coin, Iowa on a flasher job and P. E. Dawson is at Monticello, Ill. on a flasher job.

With the test foremen: J. E. Bartley is working east of Moberly, Mo., R. E. Pettus is in the vicinity of St. Louis, Mo., H. E. Martin is in the vicinity of Danville, Ill., J. F. Lawrence is at Springfield, Ill. and F. G. Bartley is at Mansfield, Ill.

Personnel changes: T. L. Polley has bid the foreman position on gang 903 formerly held by J. F. Lawrence. Nolan Rumple has bid in the Springfield, Ill. maintainer position formerly held by T. L. Polley and Joe Sumpter has bid in the maintainer position at Montgomery, Mo., formerly held by Nolan Rumple.

The results of the recent election of officers for Local 55 show: Secretary-Treasurer, S. L. Martin; General Chairman, J. F. Poundstone; Committeemen are T. K. Fitzpatrick and T. L. Polley. Trustees are W. B. Ritchie, R. J. Flugaur and I. H. Shonkwiler, with W. F. Newman being elected as Chief Signalman.

At our November meeting held at Moberly, Mo. we had a very good turnout with 10 members present in addition to retired Brother Chester Green, who is always a welcome vistor at our meetings. The usual topics of interest were discussed with almost everyone participating. After the close of the meeting we had a nice visit with some of our Brothers talking about old times and the usual subjects signalmen discuss when they get together. We would like to thank again the members who attend the Moberly meetings for their continued attendance and their interest and good fellowship shown at these meetings.

I wish to thank the members of Local 55 for their apparent faith in me by electing me to another term as General Chairman and I hope that with your continued support I can justify that faith. If we retain our faith in each other and our organization we will surely go forward to better things.

We were saddened to hear of the death of retired Brother Amos Fox of Litchfield, Ill. Brother Fox was 71 years old and had been living with his sister since his retirement. He had worked for the Wabash Railroad for over 40 years at the time of his retirement.

There appears to be plenty of work at the present and in the foreseeable future with some of it being GCP crossing protection and hot box detectors. Like many other departments on many carriers we seem to be short of help, but maybe the situation will get better in the near future.

Sometimes we find it a bit difficult to keep trying after failing at some particular venture, but we have many examples of persons who have seemed to fail but by perseverance they have finally succeeded and we are told "He who would climb a tree must grasp its branches—not the blossoms." J. F. POUNDSTONE

Brotherhood Member Wins Award For Work With N. J. Youth

CLARENCE B. SNELL of Paterson, N. J. was recently awarded the Lil De Angelis award for his bowling and his work in junior bowling activities.

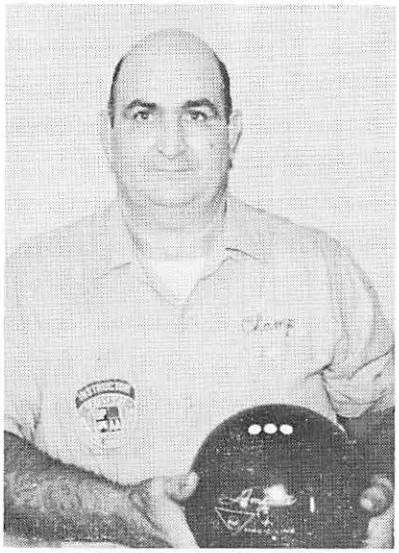
The award, which honors the memory of the late Lil De Angelis and donated by Senator Anthony J. Grossi, is given to a man and a woman in Pas-

—adv.—

Just Published

How 88,648 Heavy Smokers Stopped Smoking

NEW YORK—The Anti-Tobacco Center of America has just published a booklet which explains how 88,648 heavy smokers (of whom many are physicians) have stopped smoking without straining their will power. This booklet is available free of charge to smokers. All you need to do, to obtain it, is to send your name and address to The Anti-Tobacco Center of America, Dept. A-5-C , 366 Fifth Avenue, New York 1, New York. This offer is open while the supply of these booklets lasts.



Clarence B. "Champ" Snell

saic County, New Jersey once a year in recognition of their contribution to Bowling.

"Champ," as he is better known, has devoted the better part of his life to sports, first as a competitor in amateur and professional boxing and now as a youth instructor. He has worked hard for the past 33 years to help curb juvenile delinquency by teaching good sportsmanship to young boys through various activities in the Paterson, N. J. area. He teaches boxing at the Paterson Boys Club and also directs the Junior League of the Paterson Old Timers at the Paterson Recreation.

Champ is also a member of National Veterans Boxers Association Ring #9 Passaic & Bergen County, Paterson Old Timers, Legion of Guardsmen, New York State Kegler Association, National Association of Baseball Umpires and N. J. B. P. A. Bowling Instructor.

Brother Snell works for the Erie-Lackawanna Railroad as a signalman and is a member of Local 45.

Santa Fe

MCPHERSON, KANS. (33). The latest meeting of Local 33 was held at Newton in the Railroad Building and Loan offices. We had a fair attendance with Vice Chief Clyde Page officiating. Local Chairmen W. L. Henry and R. L. Pullium and retiring Recording and Financial Secretary Tom Fitzpatrick were also in attendance.

The main topics of discussion were the repairing of the Maintainers tool sheds and offices and instructions to the delegates to the General Committee meeting. Probably the lack of many points of discussion was due to the anxiety of waiting to hear how the negotiations for our new contract are progressing.

Brother Spec Jordan, who is temporarily off duty, attended the meeting. He said the doctors have not released him for work yet. Brother Bill Austin of Derby, Kans. recently reported back to work after an illness but had a setback and is presently off duty.

Brother Sandy Tanner and his wife were visitors. Sandy is a recent retiree and he and his wife are looking in the pink of condition. We always enjoy a visit from them.

Brother J. B. Caldwill's Okie Gang is installing hot box detectors near Mulhaul, Okla. Brother Zielsdorf's Point Gang is doing general maintenance around Ottawa, Kansas.

The Local wishes to extend its deepest sympathy to Brother Paul Bilbrey and family due to the death of his father and brother-in-law.

Our next meeting will be in Ponca City at the First National Motor Bank on January 14, 1967.

An interesting note was the attendance of Brothers from Oklahoma City and Kansas City but the maintainer and signal inspector from Newton didn't attend the meeting at Newton.

M. E. Craft

Missouri Pacific

KANSAS CITY, MO. (72). The regular meeting of Local 72 was held at the Pickwick Motor Inn on October 22, 1966. The meeting opened with prayer and was called to order at 10:00 a.m. by Chief Signalman Fleming.

Minutes of the previous meeting were read and approved.

Motion carried that Dale W. Jenkins be accepted as a new member.

There was a general discussion on grievances and claims.

Officers elected to serve for the next three years are as follows: Chief Signalman—C. W. Fleming; Vice Chief—O. F. Zalueke; Recording Secretary—G. W. Holmes; Financial Secretary—M. P. Lanpher; Inside Semaphore—E. R. Hill; Lever— C. R. Richey; Board of Trustees—E. H. Werthmuller, E. R. Boker and N. R. Baker.

Local Chairmen—F. F. Crane, Louisiana Div.; H. C. Martin, Arkansas Div.; G. W. Holmes, Missouri Div.; O. F. Zalueke, St. Louis Terminal; G. L. Nutzman, Eastern Div.; R. N. Baker, Kansas Div.; W. D. Corn, Omaha Div.; and C. A. Defenbough, Central Div.

Meeting adjourned at 12:15 p.m.

G. W. Holmes

Missouri Pacific General Committee Meets

The regular triennial meeting of the Missouri Pacific General Grievance Committee was called to order in Kansas City, Mo. by General Chairman C. S. Warden at 9:00 a.m., October 31, 1966. After prayer by acting Chaplain C. A. Defenbough, Brother Warden turned the chairmanship of the meeting over to Vice President C. S. Chandler for the remaining sessions.

A roll call of members showed the following present: General Chairman, C. S. Warden; General Secretary-Treasurer, M. P. Lanpher; and Local Chairmen, R. N. Baker; W. D. Corn; C. A. Defenbough; G. W. Holmes; H. C. Martin; G. L. Nutzman; and O. F. Zaluke. Local Chairman F. Crane could not be present because of illness in his family. Vice President C. S. Chandler and Grand Lodge Representative W. W. Altus were present as visitors. A special welcome to membership in the Committee was extended to the new members, Brothers Nutzman and Defenbough.

Minutes of the regular meeting of October 14-15, 1963 held in Little Rock, Ark., and the special meetings of May 2, 1964 and January 23, 1965 were read and approved.

Vice President Chandler briefed the Committee on the status of our current national wage and rules movement, the Florida East Coast strike, and other matters of national and regional interest.

A report on cases now pending at the National Railroad Adjustment Board, given by Grand Lodge Representative Altus, was followed by a general discussion on the procedure of handling

Those in attendance at the Missouri Pacific General Grievance Committee meeting are shown above. From left-to-right, they are: O. F. Zalueke, M. P. Lanpher, H. C. Martin, R. N. Baker, General Chairman C. S. Warden, C. A. Defenbaugh, Vice Pres. C. S. Chandler, G. L. Nutzman, G. W. Holmes, Grand Lodge Rep. W. W. Altus and W. D. Corn.

and methods of perfecting claims and grievances which might have to be processed to the Adjustment Board.

Since there were no special committees to report, the Local Chairmen were called upon to report on conditions, claims, and grievances on their respective districts. The subjects discussed included: (1) Maintainers being taken from their sections to assist construction gangs and/or being grouped into small gangs to work on other maintainers' sections in violation of the Agreement; (2) Foremen being required to regularly perform work over which they have supervision; (3) The condition of outfit cars and trucks; and (4) The Assistant Signalmen's training program. Solutions to problems were discussed, and recommendations for their elimination were made.

Brothers Holmes, Nutzman and Defenbough were elected to the Board of Trustees and after examining the Treasurer's book, reported it to be in order.

The election of officers resulted in continuing General Chairman Warden and General Secretary-Treasurer Lanpher in their respective offices and the selection of Brother W. D. Corn for Vice General Chairman.

A reading of the itemized financial statement showed a decline in the balance of monies on hand from that reported at the last regular meeting. This was attributed primarily to the cost of negotiating a new working agreement and the need for special meetings of the Committee.

The Committee authorized General Chairman Warden to discuss and give consideration to any proposals to consolidate the Committee with one or more other General Committees representing Signalman on other carriers.

The meeting adjourned with the selection of St. Louis, Mo. as the location of the next regular meeting.

Pennsy Signal Maintainer Receives High Scout Award

The Boy Scouts of America's Silver Beaver Award, for distinguished service to Boyhood, was presented to Marvin L. Harman of Columbus, Ohio recently. Brother Harman is a member of Local 79, Pennsylvania Railroad.

MARVIN L. "RED" HARMAN

The Silver Beaver Award is presented, upon nomination by the Local Council and approval of the National Council, to five volunteer scouters in the Central Ohio Council area for noteworthy service to Scouting and is given once a year.

The Citation reads in part: "Red Harmon has worked tirelessly at all of his Scouting assignments and is always willing to help at any time that he is needed.

"We are pleased to present to Marvin L. Harman the Silver Beaver, in recognition for his service and devotion to youth through scouting."

"Red" as he is known by his friends has been active in Scouting since 1954. He was Troop Committee Chairman, Neighborhood Commissioner, District Commissioner, and active as a gopher to help maintain the Council Camps. Red is a member of the Inner-City Committee. He has also organized several new units and served as leader of Philmont Expeditions for five years. He is presently a member of the Council Camping and Activities Committee.

Brother Harman has worked for the Pennsylvania Raliroad for 40 years and is presently employed as a signalman in the office at Columbus Union Depot. He was a member of Local 79 with the Richmond division in 1926 and transferred to Local 82 in 1928 when it was combined with the Cincinnati division. In 1939 he was transferred back to Local 79.

Red is married and has two sons, Ronald, who lives in New York, and Jerry, Columbus, Ohio.

Obituary

James L. Green, retired member of Local 50, Pennsylvania Railroad, passed away September 18. He was 76.

Brother Green first entered service on the Pennsylvania Railroad as a signal helper in 1912 and served in various capacities until his retirement in 1958 as signal maintainer.

He is survived by two daughters and a son to who the members and officers of Local 50 extend their deepest sympathy. R. A. Berg

John C. Evans, retired member of Local 50, Pennsylvania Railroad, passed away July 4, 1966. He was 84.

Brother Evans first entered service on January 12, 1900 as a warehouseman and retired in 1946 as a maintainer.

He is survived by his wife and a son to whom the members and officers of Local 50 extend their deepest sympathy. R. A. Berg

Charles S. Harper, retired member of Local 18, Pennsylvania Railroad, passed away September 12. He was 86.

Brother Harper was working as a maintainer, T&S, at Philadelphia, Pa. at the time of his retirement on December 31, 1952, after completing over 46 years of service.

The officers and members of Local 18 extend deepest sympathy to the surviving members of his family. Ed.

J. H. Briggs, retired member of Local 109, Pennsylvania Railroad, passed away recently. He was 72.

Brother Briggs was employed as a maintainer at Akron, Ohio at the time of his retirement during October 1959, after completing 32 years of service.

He was an active member of the Local and at one time held the office of Local Chariman.

The officers and members of Local 109 extend deepest sympathy to the surviving members of his family. Ed.

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